

NEGOTIATED WORKING CONDITIONS

1984

The Hon. R. H. McClelland
Minister



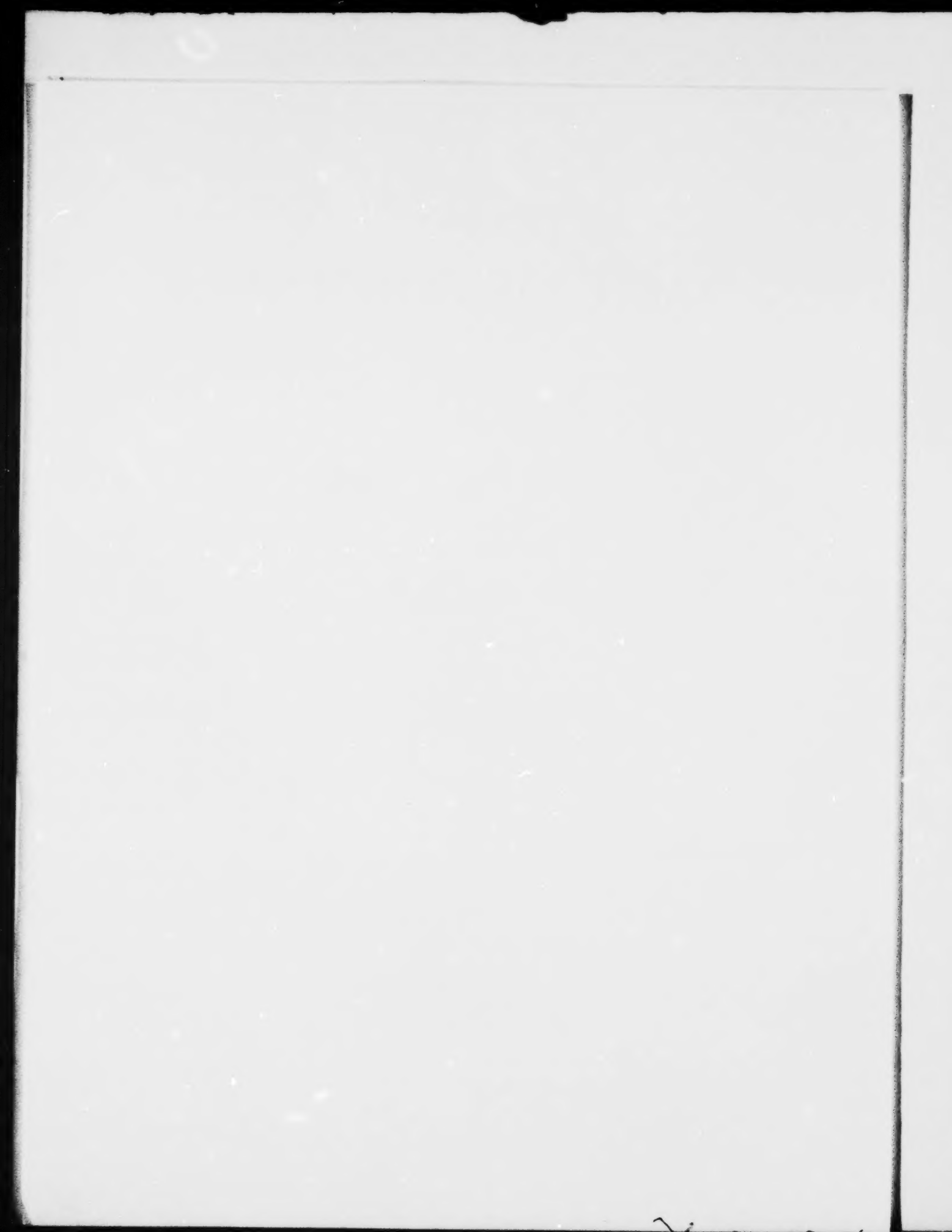
Province of British Columbia
Ministry of Labour

POLICY AND PLANNING

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June 1, 1984



INTRODUCTION

This edition of Negotiated Working Conditions is the fourteenth in the series providing current information - excluding wage rates - on the content of major collective agreements covering workers in British Columbia. The reference date for the working conditions is January 1, 1984.

For this survey the sample of collective agreements consisted of those contracts covering 100 or more employees and which were on file in the collective agreement library of the Policy, Planning and Research Branch. There are 295 agreements included in the sample, covering 240,842 employees.

Through collective bargaining, unions and employers are constantly changing the existing clauses in their collective agreements and negotiating new clauses. In order to adequately reflect these changes, it is necessary to periodically update the list of clauses being coded for Negotiated Working Conditions. As a result, the 1984 edition contains a number of revisions to the list of clauses.

This year Negotiated Working Conditions has been expanded to provide information on 165 clauses in collective agreements compared to 143 clauses in previous years. In addition to the 22 new clauses, there has also been changes to many of the existing clauses. With these changes it is now possible to obtain data on topics of current interest such as video display terminals, sexual harrassment, right to refuse dangerous work, retirement age practices, day care facilities and technological change.

Another difference in this years edition is the introduction of a new industry structure and a more realistic breakdown of the public and private sectors. The 165 clauses are now available for 12 major industry divisions and 18 sub-industry breakdowns. However, due to space limitations, the 1984 Negotiated Working Conditions contains the breakdown for 7 major industry divisions which are listed below:

1. Mining
2. Manufacturing
3. Construction
4. Transportation, Communication and Other Utilities
5. Trade and Finance, Insurance and Real Estate
6. Community, Business and Personal Services
7. Public Administration

In previous years the public/private sector breakdowns were derived by classifying certain industries as public sector industries and other industries as private sector industries. This classification system did not reflect the fact that some industries, such as transportation and communication, have a mix of public and private agreements. In this year's edition, individual agreements have been classssified as public or private sector agreements and therefore the sector breakdown is more accurate.

A table of contents for each of the seven industries and the public/private breakdown is provided following the 'Introduction' and is entitled 'Order of Provisions Analyzed'. The Appendix of this publication contains a listing of the agreements for each industry and sector.

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PART I: a INDUSTRIAL COMPOSITE

(295 agreements covering 240,842 employees)

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

0 SINGLE LOCAL - SINGLE EMPLOYER	215	72.9	79592	33.0
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	60	20.3	17676	32.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	0	2.0	37140	15.4
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	9	3.1	41975	17.4
4 MULTI-UNION AND SINGLE EMPLOYER	4	1.4	3459	1.4
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	0.3	800	0.3
TOTAL	295	100.0	240842	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	29	9.8	2617	1.1
1 100 - 199 EMPLOYEES	112	38.0	15791	6.6
2 200 - 499 EMPLOYEES	78	26.4	22748	9.4
3 500 - 999 EMPLOYEES	35	11.9	22604	9.4
4 1000 - 4999 EMPLOYEES	34	11.5	71082	29.5
5 5000 - 9,999 EMPLOYEES	2	0.7	14500	6.0
6 10,000 OR MORE EMPLOYEES	5	1.7	51500	36.0
TOTAL	295	100.0	240842	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	272	92.2	209125	86.8
1 FEDERAL	23	7.8	31717	13.2
TOTAL	295	100.0	240842	100.0

FIELD 1-04 SECTOR

0 PRIVATE	192	65.1	149665	62.1
1 PUBLIC	103	34.9	91177	37.9
TOTAL	295	100.0	240842	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	41	13.9	19352	8.0
1 MORE THAN 1 YEAR, LESS THAN 2	11	3.7	13609	5.7
2 2 YEARS	151	51.2	123463	51.3
3 MORE THAN 2 YEARS, LESS THAN 3	46	15.6	27873	11.6
4 3 YEARS	33	11.2	47573	19.8
5 MORE THAN 3 YEARS	10	3.4	7819	3.2
6 OTHER	3	1.0	953	0.4
TOTAL	295	100.0	240842	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	30	10.2	9181	3.8
1 1ST HALF OF 1984	107	36.3	60835	25.3
2 2ND HALF OF 1984	66	22.4	60199	25.0
3 1ST HALF OF 1985	59	20.0	33423	13.9
4 2ND HALF OF 1985	23	7.8	48925	20.3
5 1ST HALF OF 1986	4	1.4	24800	10.3
6 2ND HALF OF 1986	4	1.4	2976	1.2
7 LATER THAN 1986	2	0.7	503	0.2
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 1-07 GEOGRAPHICAL BREAKDOWN

0 EAST AND WEST KOOTENAYS	11	3.7	6056	2.5
1 OKANAGAN	14	4.7	5032	2.1
2 SOUTHERN INTERIOR	2	0.7	450	0.2
3 LOWER COAST AND LOWER MAINLAND	142	48.1	50339	20.9
4 VANCOUVER ISLAND	24	8.1	5034	2.1
5 CENTRAL INTERIOR	12	4.1	3101	1.3
6 PEACE RIVER	2	0.7	319	0.1
7 NORTH WEST	8	2.7	3251	1.3
8 TWO OR MORE REGIONS	68	23.1	155170	64.4
9 INTER-PROVINCIAL	12	4.1	12090	5.0
TOTAL	295	100.0	240842	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	72	24.4	70433	29.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	161	54.6	143279	59.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	22	7.5	12162	5.0
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	39	13.2	14868	6.2
4 OTHER	1	0.3	100	0.0
TOTAL	295	100.0	240842	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	122	41.4	66336	28.4
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	25	8.5	17431	7.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	60	20.3	67994	28.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	4	1.4	790	0.3
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	24	8.1	25853	10.7
5 CONTRACTING OUT PROHIBITED ENTIRELY	4	1.4	983	0.4
6 OTHER	50	17.0	59455	24.7
TOTAL	295	100.0	240842	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	24	8.1	33778	14.0
1 CLOSED SHOP	57	19.3	56852	23.6
2 UNION SHOP	124	42.0	47767	19.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	71	24.1	95394	39.6
4 MAINTENANCE OF MEMBERSHIP	4	1.4	1834	0.8
5 RAND FORMULA	9	3.1	4323	1.8
6 OTHER	6	2.0	874	0.4
TOTAL	295	100.0	240842	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	5	1.7	3472	1.4
1 VOLUNTARY	2	0.7	695	0.3
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	181	61.4	104674	43.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	80	27.1	101135	42.0
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	24	8.1	30033	12.5
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	3	1.0	833	0.3
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES.
HANDLE HOT CARGOES, ETC.

0 NO PROVISION	116	39.3	87662	36.4
1 CROSS PICKET LINES	103	34.9	93751	38.9
2 HOT CARGOES	3	1.0	893	0.4
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	72	24.4	58404	24.2
5 OTHER	1	0.3	132	0.1
TOTAL	295	100.0	240842	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	46	15.6	53861	22.4
1 UNION HIRING HALL	5	1.7	2476	1.0
2 EMPLOYER (PLANT, BARGAINING UNIT)	151	51.2	73980	30.7
3 DEPARTMENT (BRANCH, DIVISION)	8	2.7	15794	6.6
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	53	18.0	27837	11.6
6 EMPLOYER AND CRAFT	11	3.7	35463	14.7
7 COMBINATION OF THE ABOVE	11	3.7	4162	1.7
8 OTHER	10	3.4	27269	11.3
TOTAL	295	100.0	240842	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	52	17.6	57990	24.1
1 ONE CALENDAR MONTH	17	5.8	7541	3.1
2 TWO CALENDAR MONTHS	6	2.0	1319	0.5
3 THREE CALENDAR MONTHS	56	19.0	48548	20.2
4 SIX CALENDAR MONTHS	26	8.8	42708	17.7
5 THIRTY WORKING DAYS	26	8.8	29346	12.2
6 FORTY-FIVE WORKING DAYS	19	6.4	6022	2.5
7 SIXTY WORKING DAYS	16	5.4	4819	2.0
8 240 WORKING DAYS	-	-	-	-
9 OTHER	77	26.1	42549	17.7
TOTAL	295	100.0	240842	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	85	28.8	90821	37.7
1 STRAIGHT SENIORITY	7	2.4	2303	1.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	83	28.1	54078	22.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	70	23.7	42950	17.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	47	15.9	48891	20.3
5 OTHER	3	1.0	1799	0.7
TOTAL	295	100.0	240842	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	47	15.9	56936	23.6
1 STRAIGHT SENIORITY	58	19.7	30173	12.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	135	45.8	103624	43.0
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	27	9.2	9184	3.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	19	6.4	6565	2.7
5 OTHER	9	3.1	34360	14.3
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	104	35.3	104497	43.4
1 LESS THAN 24 HOURS	16	5.4	16487	6.6
2 24 HOURS TO 48 HOURS	21	7.1	8535	3.5
3 72 HOURS	6	2.0	1285	0.5
4 ONE WEEK	12	4.1	2063	0.9
5 TWO WEEKS	20	6.8	5067	2.1
6 ONE MONTH	8	2.7	3086	1.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	47	15.9	38375	15.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	5	1.7	2759	1.1
9 OTHER	56	19.0	58668	24.4
TOTAL	295	100.0	240842	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	60	20.3	60580	25.2
1 STRAIGHT SENIORITY	47	15.9	29319	12.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	143	48.5	104839	43.5
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	16	5.4	6378	2.6
4 SENIORITY CONSIDERED WITH OTHER FACTORS	16	6.1	5266	2.2
5 UNION HIRING HALL REFERRAL	3	1.0	439	0.2
6 OTHER	8	2.7	34021	14.1
TOTAL	295	100.0	240842	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	68	29.8	67390	28.0
1 FAILURE TO REPORT WHEN NOTIFIED	21	7.1	19754	8.2
2 AFTER A SPECIFIED PERIOD OFF WORK	26	8.8	36337	15.1
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	160	54.2	117361	48.7
TOTAL	295	100.0	240842	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	91	30.8	81958	34.0
1 LESS THAN SIX MONTHS	9	3.1	3885	1.6
2 SIX MONTHS	19	6.4	14795	6.1
3 SEVEN TO TWELVE MONTHS	10	3.4	3586	1.5
4 TWELVE MONTHS	67	22.7	60575	25.2
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	21	7.1	9366	3.9
6 MORE THAN TWENTY-FOUR MONTHS	4	1.4	2845	1.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	59	20.0	49143	20.4
8 NOT SPECIFIED OR INDEFINITE	9	3.1	3030	1.3
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	6	2.0	11657	4.8
TOTAL	295	100.0	240842	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	198	67.1	205637	85.4
1 UP TO 1 YEAR	15	5.1	5852	2.4
2 12 - 24 MONTHS	19	6.4	5254	2.2
3 MORE THAN 24 MONTHS	5	1.7	1795	0.7
4 VARIES BY TYPE OF INCAPACITATION	9	3.1	2002	0.8
5 OTHER	49	16.6	20302	8.4
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	202	68.5	165616	68.6
1 SENIORITY LOST ON TRANSFER	2	0.7	294	0.1
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	59	20.0	62866	26.1
3 SENIORITY RETAINED INDEFINITELY	20	6.8	9308	3.9
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	12	4.1	2758	1.1
TOTAL	295	100.0	240842	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	249	84.4	199139	82.7
1 FOR UNION OFFICIALS	26	8.8	25423	10.6
2 SPECIAL SKILLS, APPRENTICES	12	4.1	13767	5.7
3 COMBINATION OF ALTERNATIVES	6	2.0	2178	0.9
4 OTHER	2	0.7	335	0.1
TOTAL	295	100.0	240842	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	82	27.8	76683	31.6
1 PROVISION	213	72.2	164159	68.2
TOTAL	295	100.0	240842	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	229	77.6	174058	72.3
1 OLDER WORKERS	4	1.4	5395	2.2
2 DISABLED WORKERS	38	12.9	50399	20.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	24	8.1	10990	4.6
TOTAL	295	100.0	240842	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	273	92.5	228508	94.9
1 PROVISION	22	7.5	12334	5.1
TOTAL	295	100.0	240842	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	111	37.6	66719	27.7
1 APPRENTICESHIP	66	22.4	47581	19.6
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	19	6.4	11503	4.8
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	7	2.4	15830	6.6
4 1 AND 2	27	9.2	8697	3.6
5 1 AND 3	4	1.4	1270	0.5
6 2 AND 3	20	6.8	7888	3.3
7 1, 2 AND 3	9	3.1	37523	15.6
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	7	2.4	6161	2.6
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	0.3	180	0.1
10 OTHER	24	8.1	37490	15.6
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	227	76.9	164571	76.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	2	0.7	510	0.2
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	7	2.4	10485	4.4
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	5	1.7	2164	0.9
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	19	6.4	16277	6.8
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	16	6.1	11072	4.0
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	5	1.7	1880	0.8
7 NOT SPECIFIED	12	4.1	13883	5.8
TOTAL	295	100.0	240842	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	270	91.5	231010	95.9
1 REDUCTION IN NORMAL HOURS OF WORK	14	4.7	5942	2.5
2 CHANGE IN TYPE OF WORK	2	0.7	600	0.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	9	3.1	3290	1.4
TOTAL	295	100.0	240842	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	136	46.1	122154	50.7
1 REGULAR RATE OF EMPLOYEE	1	0.3	106	0.0
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	145	49.2	105687	43.9
3 RATE OF TEMPORARY JOB	3	1.0	2215	0.9
4 OTHER	10	3.4	10680	4.4
TOTAL	295	100.0	240842	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	245	83.1	223993	93.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	15	5.1	4435	1.8
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	21	7.1	8668	3.6
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.3	743	0.3
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	0.7	442	0.2
5 OTHER	11	3.7	2561	1.1
TOTAL	295	100.0	240842	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	250	84.7	219867	91.3
1 PROHIBITED	26	8.8	11989	5.0
2 PERMITTED - WITH RESTRICTIONS	14	4.7	7951	3.3
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	5	1.7	1035	0.4
TOTAL	295	100.0	240842	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	167	56.6	107358	44.6
1 UNION-MANAGEMENT CONSULTATION ONLY	24	8.1	5842	2.4
2 ARBITRATION IF CONSULTATION FAILS	100	33.9	103035	42.8
3 OTHER	4	1.4	24607	10.2
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 5 - TECHNOLOGICAL CHANGE**FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION**

0 NO PROVISION	124	42.0	125463	52.1
1 LESS THAN THREE MONTHS	40	13.6	39798	16.5
2 THREE MONTHS	69	23.4	29133	12.1
3 SIX MONTHS	23	7.8	29398	12.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	28	9.5	12917	5.4
6 OTHER	11	3.7	4133	1.7
TOTAL	295	100.0	240842	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	181	61.4	175322	72.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	25	8.5	16891	7.0
2 CONSULTATION - DETAILS UNSPECIFIED	87	29.5	47869	19.9
3 OTHER	2	0.7	760	0.3
TOTAL	295	100.0	240842	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	235	79.7	177866	73.9
1 PROVISION	60	20.3	62976	26.1
TOTAL	295	100.0	240842	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	137	46.4	126493	52.5
1 STRAIGHT LAYOFF	7	2.4	16149	6.7
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	112	38.0	69698	29.0
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	3	1.0	6878	2.9
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	10	3.4	4556	1.9
5 COMBINATION	8	2.7	2432	1.0
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	8	2.7	1425	0.6
7 OTHER	10	3.4	13011	5.4
TOTAL	295	100.0	240842	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	197	66.8	177093	73.5
1 LESS THAN ONE YEAR	4	1.4	1456	0.6
2 ONE YEAR	48	16.3	45650	19.0
3 TWO YEARS	10	3.4	1994	0.8
4 THREE YEARS	8	2.7	2976	1.2
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	18	6.1	8994	3.7
7 TEN YEARS	4	1.4	514	0.2
8 OTHER	6	2.0	2165	0.9
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	174	59.0	168181	69.8
1 ONE WEEK'S PAY PER YEAR OF SERVICE	34	11.5	33238	13.8
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	26	8.8	8139	3.4
3 VARIES ACCORDING TO LENGTH OF SERVICE	14	4.7	5531	2.3
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	11	3.7	12498	5.2
5 OTHER	36	12.2	13255	5.5
TOTAL	295	100.0	240842	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	195	66.1	173977	72.2
1 LESS THAN 20 WEEKS' PAY	33	11.2	8625	3.6
2 20 - 25 WEEKS' PAY	10	3.4	2508	1.1
3 26 - 29 WEEKS' PAY	13	4.4	3016	1.3
4 30 - 51 WEEKS' PAY	7	2.4	25614	10.6
5 52 WEEK'S PAY OR MORE	4	1.4	3081	1.3
6 NO MAXIMUM	27	9.2	19876	8.3
7 OTHER	6	2.0	4085	1.7
TOTAL	295	100.0	240842	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	262	88.8	217776	90.4
1 LESS THAN THREE MONTHS	15	5.1	4161	1.7
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	7	2.4	2615	1.1
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	0.3	167	0.1
4 MENTIONED, NOT SPECIFIED	3	1.0	2900	1.2
5 BY LENGTH OF SERVICE	2	0.7	335	0.1
6 OTHER	5	1.7	12868	5.3
TOTAL	295	100.0	240842	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	123	41.7	121611	50.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	105	35.6	33003	13.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	9	3.1	41425	17.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	1	0.3	136	0.1
5 COMBINATION OF ABOVE ALTERNATIVES	49	16.6	41971	17.4
6 OTHER	8	2.7	2696	1.1
TOTAL	295	100.0	240842	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	144	48.8	142480	59.2
1 COMPANY PROGRAM	33	11.2	8763	3.6
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	20	6.8	34361	14.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	95	32.2	44050	18.3
5 OTHER	3	1.0	11188	4.6
TOTAL	295	100.0	240842	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	294	99.7	239342	99.4
1 PROVISION	1	0.3	1500	0.6
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	290	98.3	236349	98.1
1 EMPLOYER PAYS FULL COST	1	0.3	1500	0.6
2 EMPLOYER PAYS PERCENTAGE OF COST	2	0.7	1943	0.8
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	0.7	1050	0.4
TOTAL	295	100.0	240842	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	52	17.6	21308	8.8
1 WAGE ADJUSTMENT EVERY SIX MONTHS	40	13.6	27519	11.4
2 WAGE ADJUSTMENT YEARLY	124	42.0	91915	38.2
3 IRREGULARLY SCHEDULED WAGE INCREASES	59	20.0	81043	33.6
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	3	1.0	3349	1.4
5 OTHER	17	5.8	15708	6.5
TOTAL	295	100.0	240842	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	273	92.5	228709	95.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	5	1.7	2064	0.9
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	10	3.4	2168	0.9
3 COMBINATION OF 1 AND 2	1	0.3	250	0.1
4 OTHER	6	2.0	7651	3.2
TOTAL	295	100.0	240842	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	197	66.8	151300	62.6
1 SEVERANCE PAY PLAN	89	30.2	86830	36.1
2 LAYOFF BENEFITS PLAN	2	0.7	195	0.1
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	3	1.0	1718	0.7
4 PLAN EXISTS: NO DETAILS	1	0.3	110	0.0
5 OTHER	3	1.0	689	0.3
TOTAL	295	100.0	240842	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	291	98.6	237384	98.6
1 PROVISION	4	1.4	3458	1.4
TOTAL	295	100.0	240842	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	215	72.9	186528	77.4
1 LESS THAN ONE YEAR	11	3.7	4632	1.9
2 ONE YEAR	29	9.8	28670	11.9
3 TWO YEARS	8	2.7	3674	1.5
4 THREE YEARS	4	1.4	1373	0.6
5 FIVE YEARS	8	2.7	4373	1.8
6 TEN YEARS	7	2.4	6897	2.9
7 OTHER	13	4.4	4695	1.9
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	199	67.5	150680	62.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	0.3	95	0.0
2 ONE WEEK'S PAY PER YEAR OF SERVICE	24	8.1	13437	5.0
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	6	2.0	2112	0.9
4 VARIES ACCORDING TO LENGTH OF SERVICE	30	10.2	59409	24.7
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	2	0.7	360	0.1
6 OTHER	33	11.2	14749	6.1
TOTAL	295	100.0	240842	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	220	74.6	156807	65.1
1 LESS THAN 20 WEEKS' PAY	18	6.1	5800	2.4
2 20 WEEKS' PAY	9	3.1	9959	4.1
3 21 - 25 WEEKS' PAY	3	1.0	2516	1.0
4 26 - 29 WEEKS' PAY	8	2.7	37841	15.7
5 30 - 52 WEEKS' PAY	12	4.1	3469	1.4
6 NO MAXIMUM	16	5.4	20007	8.3
7 OTHER	9	3.1	4443	1.8
TOTAL	295	100.0	240842	100.0

FIELD 6-08 COLA

0 NO PROVISION	232	78.6	213799	88.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	60	20.3	26695	11.1
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	3	1.0	348	0.1
TOTAL	295	100.0	240842	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	232	78.6	213799	88.8
1 AUTOMATIC MONTHLY ADJUSTMENT	13	4.4	2407	1.0
2 AUTOMATIC QUARTERLY ADJUSTMENT	11	3.7	7018	2.9
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	9	3.1	4558	1.9
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	12	4.1	6450	2.7
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	6	2.0	1553	0.6
9 OTHER	12	4.1	5057	2.1
TOTAL	295	100.0	240842	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	2400	1.2
1 LESS THAN SEVEN HOURS	270	0.1
2 SEVEN HOURS	38631	18.8
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	54697	26.6
5 7 3/4 HOURS	2112	1.0
6 EIGHT HOURS	93546	45.5
7 MORE THAN EIGHT HOURS	1945	0.9
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	12109	5.9
TOTAL	205715	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	18162	51.7
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	11188	31.9
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	430	1.2
7 MORE THAN EIGHT HOURS	135	0.4
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	5212	14.8
TOTAL	35127	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	8897	4.3
1 THREE DAYS	-	-
2 FOUR DAYS	3141	1.5
3 FIVE DAYS	168301	81.8
4 VARIES BY SEASON, LOCATION, ETC.	4500	2.2
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	126	0.1
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	15519	7.5
7 OTHER	5226	2.5
TOTAL	205715	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	78	0.2
1 THREE DAYS	-	-
2 FOUR DAYS	110	0.3
3 FIVE DAYS	30737	87.5
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	5	0.0
7 OTHER	4197	11.9
TOTAL	35127	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	2500	1.2
1 LESS THAN 35 HOURS	270	0.1
2 35 HOURS	39696	19.3
3 37 1/2 HOURS	54338	26.4
4 40 HOURS	93727	45.6
5 MORE THAN 40 HOURS	129	0.1
6 OTHER	15050	7.3
TOTAL	205715	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	72	0.2
1 LESS THAN 35 HOURS	410	1.2
2 35 HOURS	18023	51.3
3 37 1/2 HOURS	11320	32.2
4 40 HOURS	385	1.1
5 MORE THAN 40 HOURS	-	-
6 OTHER	4917	14.0
TOTAL	35127	100.0

INDUSTRIAL COMPOSITE

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	18	6.1	12252	5.1
1 TWO DAYS (CONSECUTIVE)	240	81.4	175025	72.7
2 TWO DAYS (NOT CONSECUTIVE)	1	0.3	5500	2.3
3 THREE DAYS (CONSECUTIVE)	2	0.7	1360	0.6
4 THREE DAYS (NOT CONSECUTIVE)	1	0.3	100	0.0
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	9	3.1	9860	4.1
7 OTHER	24	8.1	36745	15.3
TOTAL	295	100.0	240842	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	217	73.6	188276	78.2
1 THREE HOURS' PAY	7	2.4	2425	1.0
2 FOUR HOURS' PAY	52	17.6	44634	18.5
3 FULL SHIFT'S PAY	17	5.8	4887	2.0
4 OTHER	2	0.7	620	0.3
TOTAL	295	100.0	240842	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	269	91.2	233044	96.8
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	6	2.0	1930	0.8
2 FULL SHIFT'S PAY	18	6.1	5181	2.2
3 OTHER	2	0.7	687	0.3
TOTAL	295	100.0	240842	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	70	23.7	37388	15.5
1 TWO FOR A TOTAL OF 20 MINUTES	90	30.5	87291	36.2
2 TWO FOR A TOTAL OF 30 MINUTES	103	34.9	87376	36.3
3 TWO FOR A TOTAL OF 40 MINUTES	1	0.3	86	0.0
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	4	1.4	1540	0.6
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	15	5.1	7650	3.2
6 OTHER	12	4.1	19511	8.1
TOTAL	295	100.0	240842	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	150	50.8	130289	54.1
1 LESS THAN ONE DAY (24 HOURS)	13	4.4	2153	0.9
2 ONE DAY (24 HOURS)	32	10.8	9161	3.8
3 MORE THAN ONE DAY LESS THAN THREE	38	12.9	53991	22.4
4 THREE DAYS TO LESS THAN SEVEN	17	5.8	10306	4.3
5 SEVEN TO FOURTEEN DAYS	24	8.1	24815	10.3
6 MORE THAN FOURTEEN DAYS	2	0.7	1333	0.6
7 NOTICE MENTIONED BUT NOT SPECIFIED	6	2.0	2709	1.1
8 OTHER	13	4.4	6085	2.5
TOTAL	295	100.0	240842	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	267	90.5	196035	81.4
1 PROVISION	28	9.5	44807	18.6
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

0 NO PROVISION	219	74.2	162970	67.7
1 PROVISION	76	25.8	77872	32.3
TOTAL	295	100.0	240842	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

0 NO PROVISION	284	96.3	205238	85.2
1 PROVISION	11	3.7	35604	14.8
TOTAL	295	100.0	240842	100.0

FIELD 7-15 COMPRESSED WORK WEEK

0 NO PROVISION	251	85.1	184236	76.5
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	1.7	1402	0.6
3 ALTERNATING 4, 5, IN PROGRESS	6	2.0	3583	1.5
4 TO COMMENCE DURING TERM OF AGREEMENT	5	1.7	7537	3.1
5 UNDER STUDY	5	1.7	1989	0.8
6 OTHER	23	7.8	42095	17.5
TOTAL	295	100.0	240842	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

0 1 1/2 X	36	12.2	19427	8.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	5	1.7	5602	2.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	82	27.8	75501	31.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	37	12.5	52851	21.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	13	4.4	3649	1.5
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	1.0	1037	0.4
6 2 X	104	35.3	64114	26.6
7 OTHER	15	5.1	18601	7.7
TOTAL	295	100.0	240842	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

0 1 1/2 X	91	30.8	97335	40.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	1.4	5600	2.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	25	8.5	19513	8.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	10	3.4	2638	1.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	13	4.4	3291	1.4
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	15	5.1	9045	3.8
6 2 X	118	40.0	76874	31.9
7 OTHER	19	6.4	26546	11.0
TOTAL	295	100.0	240842	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

0 NO PROVISION	31	10.5	13963	5.8
1 1 1/2 X	36	12.2	37867	15.7
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.3	5000	2.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	15	5.1	9174	3.8
4 1 1/2 X FOR THREE HOURS, THEN 2 X	10	3.4	21321	8.9
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	13	4.4	4316	1.8
6 2 X	154	52.2	121534	50.5
7 OTHER	35	11.9	27667	11.5
TOTAL	295	100.0	240842	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

0 NO PROVISION	33	11.2	14286	5.9
1 1 1/2 X	10	3.4	8890	3.7
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	1.0	6170	2.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	1.0	649	0.3
5 2 X	220	74.6	182906	75.9
6 3 X	1	0.3	467	0.2
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	25	8.5	27474	11.4
TOTAL	295	100.0	240842	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	103	34.9	100383	41.7
1 PAY ONLY	79	26.8	29053	12.1
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	111	37.6	111042	46.1
4 OTHER	2	0.7	364	0.2
TOTAL	295	100.0	240842	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	166	56.3	138596	57.5
1 RIGHT TO REFUSE OVERTIME	109	36.9	80356	33.4
2 NO RIGHT TO REFUSE	1	0.3	1200	0.5
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	12	4.1	3991	1.7
4 OTHER	7	2.4	16699	6.9
TOTAL	295	100.0	240842	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	174	59.0	147672	61.4
1 BASED ON SENIORITY	29	9.8	12885	5.3
2 SHARED AMONG ALL EMPLOYEES	85	28.8	78820	32.7
3 OTHER	7	2.4	1265	0.5
TOTAL	295	100.0	240842	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	245	83.1	195148	81.0
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	7	2.4	26110	10.8
2 1 1/2 X	5	1.7	1731	0.7
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	0.7	230	0.1
6 FLAT AMOUNT PER HOUR OR DAY	27	9.2	13185	5.5
7 PERCENTAGE OF REGULAR RATE	4	1.4	1610	0.7
8 OTHER	5	1.7	2828	1.2
TOTAL	295	100.0	240842	100.0

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	241	81.7	179467	74.5
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	4	1.4	1753	0.7
2 1 1/2 X	8	2.7	36877	15.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.3	600	0.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	4	1.4	786	0.3
6 FLAT AMOUNT PER HOUR OR PER DAY	25	8.5	13974	5.8
7 PERCENTAGE OF REGULAR RATE	8	2.7	3727	1.5
8 OTHER	4	1.4	3658	1.5
TOTAL	295	100.0	240842	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	85	28.1	70221	29.2
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	4	1.4	1669	0.7
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	5	1.7	3580	1.5
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	47	15.9	44129	18.3
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	5	1.7	3017	1.3
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	32	10.8	28785	12.0
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	29	9.8	43976	18.3
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	44	14.9	19199	8.0
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	2	0.7	900	0.4
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	6	2.0	1898	0.8
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	5	1.7	1531	0.6
12 OTHER	33	11.2	21937	9.1
TOTAL	295	100.0	240842	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	125	42.4	87425	36.3
1 UN OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	133	45.1	128913	53.5
2 UN DESIGNATED SHIFTS	13	4.4	4173	1.7
3 1 AND 2	15	5.1	6746	2.8
4 OTHER	9	3.1	13585	5.6
TOTAL	295	100.0	240842	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	127	43.1	67016	27.8
1 LESS THAN \$4.00	4	1.4	1484	0.6
2 \$4.00 TO \$4.99	9	3.1	6707	2.8
3 \$5.00 TO \$5.99	17	5.8	10068	4.2
4 \$6.00 TO \$6.99	18	6.1	5190	2.2
5 \$7.00 AND MORE	36	12.2	43598	18.1
6 MEAL PROVIDED	54	18.3	81887	34.0
7 OTHER	30	10.2	24892	10.3
TOTAL	295	100.0	240842	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	240	81.4	169276	70.3
1 1 1/2 X	4	1.4	2356	1.0
2 1 1/2 X FOLLOWED BY A HIGHER RATE	15	5.1	43296	18.0
3 2 X	10	3.4	6738	2.8
4 FLAT AMOUNT	3	1.0	820	0.3
5 OTHER	23	7.8	18356	7.6
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

FIELD 8-14 STAND-BY PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	233	79.0	120605	50.1
1 PROVISION	62	21.0	120177	49.9
TOTAL	295	100.0	240842	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	223	75.6	157402	65.4
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	12	4.1	3624	1.5
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	37	12.5	17668	7.4
3 PERCENTAGE OF REGULAR RATE	7	2.4	1659	0.7
4 REDUCED SHIFT	-	-	-	-
5 OTHER	16	5.4	60289	25.0
TOTAL	295	100.0	240842	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	79	26.8	36133	15.6
1 LESS THAN 20 CENTS PER HOUR	5	1.7	1404	0.6
2 20 - 29 CENTS PER HOUR	19	6.4	5999	2.5
3 30 - 49 CENTS PER HOUR	59	20.0	51958	21.6
4 50 - 75 CENTS PER HOUR	41	13.9	67601	28.1
5 MORE THAN 75 CENTS PER HOUR	6	2.0	3174	1.3
6 1/2 HOUR'S PAY PER SHIFT	14	4.7	5717	2.4
7 1 HOUR'S PAY PER SHIFT	24	8.1	34903	14.5
8 PERCENTAGE OF HOURLY WAGE RATE	15	5.1	5627	2.3
9 FLAT AMOUNT PER SHIFT	3	1.0	11530	4.8
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	3	1.0	307	0.1
11 OTHER	27	9.2	14489	6.0
TOTAL	295	100.0	240842	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	79	26.8	39297	16.3
1 LESS THAN 20 CENTS PER HOUR	2	0.7	320	0.1
2 20 - 29 CENTS PER HOUR	11	3.7	3546	1.5
3 30 - 49 CENTS PER HOUR	52	17.6	45193	18.8
4 50 - 74 CENTS PER HOUR	52	17.6	69658	28.9
5 75 - \$1.00 PER HOUR	9	3.1	9038	3.8
6 MORE THAN \$1.00 PER HOUR	8	2.7	3227	1.3
7 1/2 HOUR'S PAY PER SHIFT	3	1.0	561	0.2
8 ONE HOUR'S PAY PER SHIFT	12	4.1	19464	8.1
9 TWO HOUR'S PAY PER SHIFT	18	6.1	21402	8.9
10 PERCENTAGE OF HOURLY WAGE RATE	14	4.7	4238	1.8
11 FLAT AMOUNT PER SHIFT	3	1.0	11530	4.8
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	4	1.4	891	0.4
13 OTHER	26	9.5	12477	5.2
TOTAL	295	100.0	240842	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	253	85.8	213842	88.8
1 LESS THAN 20 CENTS	1	0.3	160	0.1
2 20 - 29 CENTS PER HOUR	2	0.7	2323	1.0
3 30 - 49 CENTS PER HOUR	3	1.0	1494	0.6
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	4	1.4	11685	4.9
7 FLAT AMOUNT PER SHIFT	1	0.3	255	0.1
8 SPLIT SHIFT PROHIBITED	17	5.8	7303	3.0
9 OTHER	14	4.7	3780	1.6
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	192	65.1	124983	51.9
1 PROVISION	103	34.9	115859	48.1
TOTAL	295	100.0	240842	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	275	93.2	174064	72.3
1 PROVISION	20	6.8	66778	27.7
TOTAL	295	100.0	240842	100.0

SECTION 9 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	9	3.1	7322	3.0
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	0.3	390	0.2
3 TEN DAYS	20	6.8	10791	4.5
4 ELEVEN DAYS	167	56.6	161696	67.1
5 TWELVE DAYS	62	21.0	34895	14.5
6 THIRTEEN DAYS	9	3.1	1394	0.6
7 FOURTEEN DAYS	21	7.1	21823	9.1
8 FIFTEEN DAYS	2	0.7	1600	0.7
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	4	1.4	931	0.4
TOTAL	295	100.0	240842	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	112	38.0	124975	51.9
1 MINIMUM LENGTH OF SERVICE	34	11.5	20395	8.5
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	0.3	106	0.0
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	43	14.6	30344	12.6
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	6	2.0	3438	1.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	72	24.4	51842	21.5
7 OTHER	27	9.2	9742	4.0
TOTAL	295	100.0	240842	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	162	54.9	158248	65.7
1 LESS THAN ONE MONTH	34	11.5	19974	8.3
2 ONE MONTH	62	21.0	46550	19.3
3 TWO MONTHS	1	0.3	280	0.1
4 MORE THAN TWO MONTHS	1	0.3	4000	1.7
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	24	8.1	9989	4.1
6 OTHER	11	3.7	1801	0.7
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

0 NO PROVISION	35	11.9	23266	9.7
1 ANOTHER DAY OFF	4	1.4	825	0.3
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	44	14.9	75201	31.2
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	185	62.7	90769	37.7
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	3	1.0	4580	1.9
5 OTHER	24	8.1	46201	19.2
TOTAL	295	100.0	240842	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	74	25.1	42212	17.5
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	193	65.4	188378	78.2
2 AN EXTRA DAY'S PAY	6	2.0	2298	1.0
3 1 OR 2	20	6.8	6354	2.6
4 OTHER	2	0.7	1600	0.7
TOTAL	295	100.0	240842	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	125	42.4	108477	45.0
1 ANOTHER PAID DAY OFF	135	45.8	111036	46.1
2 ANOTHER DAY'S PAY	9	3.1	2619	1.1
3 1 OR 2	25	8.5	18470	7.7
4 NOT GRANTED	1	0.3	240	0.1
TOTAL	295	100.0	240842	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	114	38.6	118435	49.2
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	1.0	1120	0.5
2 ONE WEEK AFTER 6 MONTHS	8	2.7	2778	1.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	136	46.1	102997	42.8
4 OTHER	34	11.5	15512	6.4
TOTAL	295	100.0	240842	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	20	6.8	26143	10.9
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	20	6.8	19746	8.2
3 FOUR WEEKS	20	6.8	13170	5.5
4 FIVE WEEKS	49	16.6	29398	12.2
5 SIX WEEKS	129	43.7	89508	37.2
6 SEVEN WEEKS	27	9.2	35565	14.8
7 EIGHT WEEKS	11	3.7	2130	0.9
8 OTHER	19	6.4	25182	10.5
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

 AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %

 FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
 PAID VACATION

 0 NO PROVISION
 1 MINIMUM GREATER THAN THREE WEEKS
 2 ONE YEAR OF SERVICE
 3 TWO YEARS
 4 THREE YEARS
 5 FOUR YEARS
 6 FIVE YEARS
 7 SIX YEARS
 8 NOT SPECIFIED, CANNOT DETERMINE
 9 OTHER

14	4.7	13401	5.0
16	5.4	23175	9.6
74	25.1	73617	30.6
45	15.3	53742	22.3
82	27.8	34528	14.3
17	5.8	6879	2.9
21	7.1	9211	3.8
-	-	-	-
23	7.8	25202	10.5
3	1.0	1087	0.5
295	100.0	240842	100.0

TOTAL

 FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
 PAID VACATION

 0 NO PROVISION
 1 ONE YEAR OF SERVICE
 2 TWO YEARS
 3 THREE YEARS
 4 FOUR YEARS
 5 FIVE YEARS
 6 SIX YEARS
 7 SEVEN YEARS
 8 EIGHT YEARS
 9 NINE YEARS
 10 TEN YEARS
 11 ELEVEN YEARS
 12 TWELVE YEARS
 13 THIRTEEN YEARS
 14 FOURTEEN YEARS
 15 FIFTEEN YEARS
 16 SIXTEEN YEARS
 17 SEVENTEEN YEARS
 18 EIGHTEEN YEARS
 19 NINETEEN YEARS
 20 TWENTY YEARS
 21 TWENTY-ONE YEARS
 22 TWENTY-TWO YEARS
 23 TWENTY-THREE YEARS
 24 TWENTY-FOUR YEARS
 25 TWENTY-FIVE YEARS
 26 TWENTY-SIX YEARS
 27 TWENTY-SEVEN YEARS
 28 TWENTY-EIGHT YEARS
 29 TWENTY-NINE YEARS
 30 THIRTY YEARS

52	17.6	49989	20.8
11	3.7	21429	8.9
-	-	-	-
1	0.3	112	0.0
3	1.0	1587	0.7
23	7.8	9013	3.7
17	5.8	2952	1.2
38	12.9	47613	19.8
59	20.0	55844	23.2
36	12.2	12587	5.2
44	14.9	34835	14.5
5	1.7	2662	1.1
3	1.0	1573	0.7
2	0.7	450	0.2
-	-	-	-
1	0.3	196	0.1
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
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-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
295	100.0	240842	100.0

TOTAL

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

0 NO PROVISION	73	24.7	59194	24.6
1 ONE YEAR OF SERVICE	3	1.0	499	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	0.3	86	0.0
8 EIGHT YEARS	4	1.4	4419	1.8
9 NINE YEARS	9	3.1	21649	9.0
10 TEN YEARS	11	3.7	3997	1.7
11 ELEVEN YEARS	3	1.0	1038	0.4
12 TWELVE YEARS	19	6.4	38258	15.9
13 THIRTEEN YEARS	8	2.7	3060	1.3
14 FOURTEEN YEARS	22	7.5	7379	3.1
15 FIFTEEN YEARS	56	19.0	43538	18.1
16 SIXTEEN YEARS	16	5.4	4350	1.8
17 SEVENTEEN YEARS	15	5.1	4409	1.8
18 EIGHTEEN YEARS	17	5.8	8871	3.7
19 NINETEEN YEARS	5	1.7	1292	0.5
20 TWENTY YEARS	28	9.5	37891	15.7
21 TWENTY-ONE YEARS	2	0.7	216	0.1
22 TWENTY-TWO YEARS	2	0.7	376	0.2
23 TWENTY-THREE YEARS	1	0.3	320	0.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	295	100.0	240842	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	124	42.0	93790	38.9
1 ONE YEAR OF SERVICE	4	1.4	624	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	2	0.7	1462	0.6
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	1	0.3	85	0.0
14 FOURTEEN YEARS	8	2.7	21524	8.9
15 FIFTEEN YEARS	1	0.3	1500	0.6
16 SIXTEEN YEARS	2	0.7	294	0.1
17 SEVENTEEN YEARS	3	1.0	924	0.4
18 EIGHTEEN YEARS	17	5.8	8105	3.4
19 NINETEEN YEARS	4	1.4	1162	0.5
20 TWENTY YEARS	48	16.3	46095	19.1
21 TWENTY-ONE YEARS	2	0.7	950	0.4
22 TWENTY-TWO YEARS	11	3.7	6477	2.7
23 TWENTY-THREE YEARS	7	2.4	2267	0.9
24 TWENTY-FOUR YEARS	20	6.8	27485	11.4
25 TWENTY-FIVE YEARS	24	8.1	18440	7.7
26 TWENTY-SIX YEARS	3	1.0	800	0.3
27 TWENTY-SEVEN YEARS	2	0.7	233	0.1
28 TWENTY-EIGHT YEARS	4	1.4	4895	2.0
29 TWENTY-NINE YEARS	2	0.7	1350	0.6
30 THIRTY YEARS	6	2.0	2380	1.0
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	253	85.8	182798	75.9
1 ONE YEAR OF SERVICE	3	1.0	499	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	0.3	1376	0.6
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	0.3	600	0.2
19 NINETEEN YEARS	6	2.0	20754	8.6
20 TWENTY YEARS	3	1.0	1680	0.7
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	4	1.4	1274	0.5
24 TWENTY-FOUR YEARS	1	0.3	172	0.1
25 TWENTY-FIVE YEARS	3	2.7	3885	1.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	0.3	112	0.0
30 THIRTY OR MORE YEARS	14	4.7	27692	11.5
TOTAL	295	100.0	240842	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	278	94.2	217887	90.5
1 ONE YEAR OF SERVICE	5	1.7	959	0.4
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	6	2.0	20754	8.6
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	6	2.0	1242	0.5
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-09 ANNUAL VACATION PAY

0 NO PROVISION	29	9.8	40500	16.8
1 REGULAR PAY	68	23.1	82020	34.1
2 PERCENTAGE OF YEARLY GROSS EARNINGS	121	41.0	72019	29.9
3 1 OR 2, WHICHEVER IS GREATER	74	25.1	45889	19.1
4 OTHER	3	1.0	414	0.2
TOTAL	295	100.0	240842	100.0

FIELD 10-10 VACATION CARRY-OVER

0 NO PROVISION	172	58.3	129518	53.8
1 WITH LIMITATIONS	73	24.7	76749	31.9
2 WITHOUT LIMITATIONS	1	0.3	125	0.1
3 NOT ALLOWED	44	14.9	33661	14.0
4 OTHER	5	1.7	789	0.3
TOTAL	295	100.0	240842	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

0 NO PROVISION	252	85.4	201916	83.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	0.3	100	0.0
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	36	12.2	35339	14.7
3 OTHER	6	2.0	3487	1.4
TOTAL	295	100.0	240842	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

0 NO PROVISION	41	13.9	42922	17.8
1 ONE DAY	4	1.4	8395	3.5
2 TWO DAYS	6	2.0	1805	0.7
3 THREE DAYS	131	44.4	93455	38.8
4 FOUR DAYS	5	1.7	1967	0.8
5 FIVE DAYS	39	13.2	22152	9.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	60	20.3	67790	28.1
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	3	1.0	772	0.3
8 OTHER	6	2.0	1564	0.7
TOTAL	295	100.0	240842	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

0 NO PROVISION	58	19.7	54697	22.7
1 PROVISION FOR FULL REGULAR PAY	236	80.0	184945	76.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	0.3	1200	0.5
TOTAL	295	100.0	240842	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

0 NO PROVISION	79	26.8	62869	26.1
1 PAID LEAVE	3	1.0	634	0.3
2 UNPAID LEAVE	110	37.3	86740	36.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	102	34.6	90384	37.5
4 OTHER	1	0.3	215	0.1
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	259	87.8	165867	68.9
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.3	294	0.1
2 ONE DAY	3	1.0	11360	4.7
3 TWO DAYS	-	-	-	-
4 THREE DAYS	17	5.8	38389	15.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	11	3.7	22164	9.2
7 OTHER	4	1.4	2768	1.1
TOTAL	295	100.0	240842	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	264	89.5	231722	96.2
1 ONE MONTHS' SERVICE	2	0.7	345	0.1
2 TWO TO SIX MONTHS' SERVICE	19	6.4	7096	2.9
3 MORE THAN SIX MONTHS	4	1.4	913	0.4
4 OTHER	6	2.0	766	0.3
TOTAL	295	100.0	240842	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	121	41.0	110140	45.7
1 17 WEEKS	17	5.8	7347	3.1
2 18 WEEKS	46	15.6	24051	10.0
3 19 - 25 WEEKS	41	13.9	16921	7.0
4 26 WEEKS	32	10.8	58674	24.4
5 27 - 52 WEEKS	13	4.4	4161	1.7
6 VARIES ACCORDING TO LENGTH OF SERVICE	4	1.4	1900	0.8
7 NOT SPECIFIED, CANNOT DETERMINE	7	2.4	1543	0.6
8 OTHER	14	4.7	16105	6.7
TOTAL	295	100.0	240842	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	283	95.9	231705	96.2
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	2	0.7	196	0.1
2 USE OF SICK LEAVE	1	0.3	1500	0.6
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	9	3.1	7441	3.1
TOTAL	295	100.0	240842	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	188	63.7	135575	56.3
1 SENIORITY RETAINED	49	16.6	53164	22.1
2 SENIORITY ACCUMULATED	35	11.9	27689	11.5
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	14	4.7	20089	8.3
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	2	0.7	250	0.1
5 OTHER	7	2.4	4075	1.7
TOTAL	295	100.0	240842	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	236	80.0	169777	70.5
1 NOT SPECIFIC	1	0.3	171	0.1
2 ONE DAY	32	10.8	57845	24.0
3 TWO DAYS	9	3.1	2757	1.1
4 THREE DAYS	2	0.7	315	0.1
5 FOUR DAYS	2	0.7	265	0.1
6 FIVE DAYS	-	-	-	-
7 OTHER	13	4.4	9712	4.0
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	230	76.0	167046	69.4
1 PAID LEAVE	5	1.7	4806	2.0
2 UNPAID LEAVE	58	19.7	68520	28.5
3 OTHER	2	0.7	470	0.2
TOTAL	295	100.0	240842	100.0

FIELD 11-11 LEAVE: EDUCATION

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	206	69.8	120529	50.0
1 LEAVE WITH FULL PAY	12	4.1	17877	7.4
2 LEAVE WITH PARTIAL PAY	3	1.0	1003	0.4
3 LEAVE WITHOUT PAY	33	11.2	51046	21.2
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	11	3.7	6518	2.7
5 OTHER	30	10.2	43869	18.2
TOTAL	295	100.0	240842	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	248	84.1	164350	68.2
1 ONE DAY	2	0.7	270	0.1
2 TWO DAYS	10	3.4	23993	10.0
3 THREE DAYS	3	1.0	480	0.2
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	0.3	99	0.0
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	15	5.1	3152	1.3
7 OTHER	16	5.4	48498	20.1
TOTAL	295	100.0	240842	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS
OR LEAVE OF ABSENCE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	193	65.4	149360	62.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	31	10.5	10120	4.2
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	22	7.5	36971	16.2
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	11	3.7	1738	0.7
4 MENTIONED BUT NOT SPECIFIED	5	1.7	1051	0.4
5 OTHER	33	11.2	39602	16.4
TOTAL	295	100.0	240842	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	80	27.1	66808	27.7
1 PROVISION	215	72.9	174034	72.3
TOTAL	295	100.0	240842	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	17	5.8	8803	3.7
1 HEALTH AND WELFARE FUND	69	23.4	60928	25.3
2 SERIES OF PLANS	207	70.2	165971	68.9
3 OTHER	2	0.7	5140	2.1
TOTAL	295	100.0	240842	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	129	43.7	91614	38.0
1 IMMEDIATELY ON BEING EMPLOYED	34	11.5	21025	8.7
2 ONE MONTH	13	4.4	3180	1.3
3 THREE MONTHS	13	4.4	7932	3.3
4 SIX MONTHS	6	2.0	2169	0.9
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	77	26.1	105392	43.8
7 OTHER	23	7.8	9530	4.0
TOTAL	295	100.0	240842	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	230	78.0	180532	75.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	1.0	2055	0.9
3 30 - 39 CENTS PER HOUR	2	0.7	700	0.3
4 40 - 49 CENTS PER HOUR	7	2.4	11563	4.8
5 50 - 74 CENTS PER HOUR	18	6.1	12374	5.1
6 75 CENTS - \$1.00 PER HOUR	12	4.1	9025	3.7
7 MORE THAN \$1.00 PER HOUR	9	3.1	13163	5.5
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	5	1.7	1990	0.8
9 OTHER	9	3.1	9440	3.9
TOTAL	295	100.0	240842	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	22	7.5	15976	6.6
1 100% OF PREMIUM	138	46.8	124673	51.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	5	1.7	1483	0.6
3 75% OF PREMIUM	13	4.4	14392	6.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	19	6.4	6907	2.9
5 50% OF PREMIUM	27	9.2	14424	6.0
6 LESS THAN 50% OF PREMIUM	2	0.7	280	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	2.7	4012	1.7
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	20.3	58555	24.3
10 OTHER	1	0.3	140	0.1
TOTAL	295	100.0	240842	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	47	15.9	23264	9.7
1 100% OF PREMIUM	126	42.7	126168	52.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	1.4	1335	0.6
3 75% OF PREMIUM	11	3.7	14120	5.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	5.4	5622	2.3
5 50% OF PREMIUM	15	5.1	4044	1.7
6 LESS THAN 50% OF PREMIUM	1	0.3	110	0.0
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	9	3.1	5654	2.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	63	21.4	60040	24.9
10 OTHER	3	1.0	485	0.2
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 12-06 TYPE OF PAID SICK LEAVE

0 PLAN NOT MENTIONED IN AGREEMENT	90	30.5	72908	30.3
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	89	30.2	56598	23.5
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	0.7	370	0.2
3 ALLOWANCE PER DISABILITY	1	0.3	125	0.1
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	56	19.0	62986	26.2
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	50	16.9	46578	19.3
7 OTHER	7	2.4	1277	0.5
TOTAL	295	100.0	240842	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	146	49.5	134177	55.7
1 ONE TO SIX DAYS	33	11.2	41172	17.1
2 SEVEN TO TWELVE DAYS	20	6.8	6809	2.8
3 THIRTEEN TO FIFTEEN DAYS	24	8.1	14604	6.1
4 SIXTEEN TO EIGHTEEN DAYS	44	14.9	29390	12.2
5 NINETEEN OR MORE DAYS	10	3.4	4872	2.0
6 VARIES WITH LENGTH OF SERVICE	4	1.4	2849	1.2
7 OTHER	14	4.7	6969	2.9
TOTAL	295	100.0	240842	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	190	64.4	186072	77.3
1 30 DAYS OR LESS	23	7.8	8854	3.7
2 31 TO 90 DAYS	9	3.1	3027	1.3
3 91 TO 120 DAYS	10	3.4	2276	0.9
4 121 TO 150 DAYS	15	5.1	3316	1.4
5 151 TO 200 DAYS	22	7.5	27328	11.3
6 201 TO 250 DAYS	4	1.4	576	0.2
7 MORE THAN 250 DAYS, BUT LIMITED	6	2.0	2002	0.8
8 UNLIMITED ACCUMULATION	6	2.0	1428	0.6
9 OTHER	10	3.4	5963	2.5
TOTAL	295	100.0	240842	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	222	75.3	216373	89.8
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	10	3.4	3391	1.4
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	11	3.7	2990	1.2
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	33	11.2	13285	5.5
4 COMBINATION	4	1.4	635	0.3
5 OTHER	15	5.1	4168	1.7
TOTAL	295	100.0	240842	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	165	55.9	119013	49.4
1 100% OF PREMIUM	89	30.2	89996	37.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	0.7	698	0.3
3 75% OF PREMIUM	1	0.3	125	0.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	2.0	2445	1.0
5 50% OF PREMIUM	5	1.7	803	0.3
6 LESS THAN 50% OF PREMIUM	2	0.7	440	0.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	6.4	25800	10.7
9 OTHER	6	2.0	1522	0.6
TOTAL	295	100.0	240842	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	161	54.6	118124	49.0
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	0.3	567	0.2
3 26 WEEKS	44	14.9	47921	19.9
4 39 WEEKS	2	0.7	559	0.2
5 52 WEEKS	27	9.2	31076	12.9
6 VARIES ACCORDING TO LENGTH OF SERVICE	7	2.4	14225	5.9
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	28	9.5	20388	8.5
8 OTHER	25	8.5	7982	3.3
TOTAL	295	100.0	240842	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	160	54.2	118004	49.0
1 \$100 OR LESS	1	0.3	120	0.0
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	5	1.7	1721	0.7
4 MORE THAN \$200 PER WEEK	41	13.9	43600	18.1
5 PERCENTAGE OF EARNINGS	50	16.9	57063	23.7
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	1.4	827	0.3
7 VARIES ACCORDING TO EARNINGS	13	4.4	5656	2.3
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	18	6.1	13297	5.5
9 OTHER	3	1.0	554	0.2
TOTAL	295	100.0	240842	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	187	63.4	123055	51.1
1 PROVISION	108	36.6	117787	48.9
TOTAL	295	100.0	240842	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	38	12.9	22722	9.4
1 100% OF PREMIUM	140	47.5	96855	40.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.3	114	0.0
3 75% OF PREMIUM	8	2.7	2576	1.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	9	3.1	3396	1.4
5 50% OF PREMIUM	19	6.4	5844	2.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	4.7	16761	7.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	62	21.0	59890	24.9
9 OTHER	4	1.4	3284	1.3
TOTAL	295	100.0	240842	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	38	12.9	22707	9.4
1 \$5,000 OR LESS	2	0.7	1320	0.5
2 \$5,001 TO \$10,000	14	4.7	4179	1.7
3 \$10,001 TO \$15,000	7	2.4	3082	1.3
4 \$15,001 TO \$20,000	21	7.1	6651	2.8
5 MORE THAN \$20,000	58	19.7	95758	39.8
6 VARIES ACCORDING TO EARNINGS	45	15.3	21989	9.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	43	14.6	23722	9.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	62	21.0	59890	24.9
9 OTHER	5	1.7	1544	0.6
TOTAL	295	100.0	240842	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH
AND DISMEMBERMENT INSURANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	118	40.0	71744	29.8
1 100% OF PREMIUM	86	29.2	56666	23.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.3	114	0.0
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	1.7	2355	1.0
5 50% OF PREMIUM	10	3.4	2575	1.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	3.4	15788	6.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	61	20.7	59390	24.7
10 OTHER	4	1.4	32210	13.4
TOTAL	295	100.0	240842	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND
DISMEMBERMENT INSURANCE

0 NO PROVISION	119	40.3	71827	29.8
1 \$5,000 OR LESS	1	0.3	113	0.0
2 \$5,001 TO \$10,000	11	3.7	2936	1.2
3 \$10,001 TO \$15,000	3	1.0	372	0.2
4 \$15,001 TO \$20,000	16	5.4	5056	2.4
5 MORE THAN \$20,000	44	14.9	76002	31.6
6 VARIES ACCORDING TO EARNINGS	18	6.1	5848	2.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	20	6.8	18408	7.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	61	20.7	59390	24.7
9 OTHER	2	0.7	250	0.1
TOTAL	295	100.0	240842	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	38	12.9	20861	8.7
1 100% OF PREMIUM	123	41.7	124043	51.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	7	2.4	1943	0.8
3 75% OF PREMIUM	17	5.8	5171	2.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	11	3.7	4198	1.7
5 50% OF PREMIUM	27	9.2	10260	4.3
6 FLAT AMOUNT	1	0.3	259	0.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	9	3.1	14686	6.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	20.3	59190	24.6
9 OTHER	2	0.7	231	0.1
TOTAL	295	100.0	240842	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	38	12.9	22302	9.3
1 BASIC (A)	4	1.4	1643	0.7
2 BASIC AND EXTENDED (A AND B)	52	17.6	17179	7.1
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	102	34.6	126455	52.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	37	12.5	13820	5.7
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	20.3	59190	24.6
7 OTHER	2	0.7	253	0.1
TOTAL	295	100.0	240842	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	106	35.9	65752	27.3
1 PROVISION	189	64.1	175090	72.7
TOTAL	295	100.0	240842	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	153	51.9	92226	38.3
1 UNION	41	13.9	35132	14.0
2 MANAGEMENT	19	6.4	10366	4.3
3 JOINT UNION MANAGEMENT ADMINISTRATION	25	8.5	31650	13.1
4 ADMINISTERED BY SEPARATE TRUSTEES	6	2.0	5064	2.1
5 MUNICIPAL/PROVINCIAL GOVERNMENT	43	14.6	59873	24.9
6 OTHER	8	2.7	6531	2.7
TOTAL	295	100.0	240842	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	195	66.1	155767	64.7
1 PROVISION	100	33.9	85075	35.3
TOTAL	295	100.0	240842	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	15	5.1	37660	15.6
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	28	9.5	25960	10.8
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	72	24.4	20544	8.5
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	100	33.9	100939	41.9
4 BY UNION REPRESENTATIVE	29	9.8	29259	12.1
5 BY GRIEVANCE COMMITTEE	4	1.4	643	0.3
6 BY WRITTEN NOTICE	39	13.2	17490	7.3
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	5	1.7	3591	1.5
8 OTHER	3	1.0	4756	2.0
TOTAL	295	100.0	240842	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	64	21.7	58292	24.2
1 72 HOURS OR LESS	14	4.7	3923	1.6
2 FIVE DAYS	27	9.2	9111	3.8
3 ONE WEEK	17	5.8	6799	2.8
4 TEN DAYS	42	14.2	21920	9.1
5 TWO WEEKS	23	7.8	26650	11.1
6 THREE WEEKS	4	1.4	3229	1.3
7 ONE MONTH	49	16.6	72357	30.0
8 TWO MONTHS	2	0.7	2450	1.0
9 VARIES BY TYPE OF GRIEVANCE	14	4.7	16460	6.8
10 OTHER	39	13.2	19651	8.2
TOTAL	295	100.0	240842	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	196	66.4	137254	57.0
1 PROVISION	99	33.6	103588	43.0
TOTAL	295	100.0	240842	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	280	94.9	204445	84.9
1 PROVISION	15	5.1	36397	15.1
TOTAL	295	100.0	240842	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	228	77.3	163723	76.3
1 PROVISION	67	22.7	57119	23.7
TOTAL	295	100.0	240842	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	237	80.3	171864	71.4
1 PROVISION	58	19.7	68978	28.6
TOTAL	295	100.0	240842	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	9	3.1	36347	15.1
1 SINGLE ARBITRATOR	58	19.7	31635	13.1
2 PERMANENT UMPIRE (NAMED)	8	2.7	3252	1.4
3 TRIPARTITE BOARD	144	48.8	72245	30.0
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	69	23.4	93936	39.0
6 OTHER	7	2.4	3427	1.4
TOTAL	295	100.0	240842	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	262	88.8	232221	96.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	33	11.2	8621	3.6
TOTAL	295	100.0	240842	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	260	88.1	221425	91.9
1 PROVISION	35	11.9	19417	8.1
TOTAL	295	100.0	240842	100.0
<u>SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH</u>				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	87	29.5	48038	19.9
1 JOINT SAFETY COMMITTEE	197	66.8	169145	70.2
2 OTHER	11	3.7	23659	9.8
TOTAL	295	100.0	240842	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	91	30.8	49192	20.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	127	43.1	85219	35.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	7	2.4	4832	2.0
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	2	0.7	540	0.2
4 RIGHT TO UNDERTAKE INSPECTIONS	11	3.7	3110	1.3
5 COMBINATION OF 2 AND 3	4	1.4	1336	0.6
6 COMBINATION OF 2 AND 4	9	3.1	2168	0.9
7 COMBINATION OF 2, 3 AND 4	27	9.2	68554	28.5
8 OTHER	17	5.8	25891	10.8
TOTAL	295	100.0	240842	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	95	32.2	54487	22.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	134	45.4	103055	42.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	66	22.4	83300	34.6
TOTAL	295	100.0	240842	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	115	39.0	85916	35.7
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	137	46.4	130749	54.3
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	13	4.4	7979	3.3
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	9	3.1	5177	2.1
4 OTHER	21	7.1	11021	4.6
TOTAL	295	100.0	240842	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	193	65.4	129057	53.6
1 PROVISION	102	34.6	111785	46.4
TOTAL	295	100.0	240842	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	262	88.8	193768	80.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	11	3.7	8315	3.5
2 RESTRICTION ON HOURS/REST BREAKS	1	0.3	300	0.1
3 COMBINATION OF 1 AND 2	13	4.4	35894	14.9
4 OTHER	8	2.7	2565	1.1
TOTAL	295	100.0	240842	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	282	95.6	204190	84.8
1 PROVISION	13	4.4	36652	15.2
TOTAL	295	100.0	240842	100.0
<u>SECTION 15 - MISCELLANEOUS PROVISIONS</u>				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	169	57.3	145718	60.5
1 PROVISION	126	42.7	95124	39.5
TOTAL	295	100.0	240842	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	259	87.8	188377	78.2
1 POLICY STATEMENT ONLY	6	2.0	11263	4.7
2 POLICY AND/OR COMPLAINT PROCEDURE	30	10.2	41202	17.1
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	295	100.0	240842	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	290	98.3	205824	85.5
1 PROVISION	5	1.7	35018	14.5
TOTAL	295	100.0	240842	100.0

INDUSTRIAL COMPOSITE

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION	257	87.1	153444	63.7
1 PROVISION	38	12.9	87398	36.3

TOTAL

295 100.0 240842 100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION	265	89.8	194743	80.9
1 PROVISION	30	10.2	46099	19.1

TOTAL

295 100.0 240842 100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION	124	42.0	104509	43.4
1 PROVISION	171	58.0	136333	56.6

TOTAL

295 100.0 240842 100.0

FIELD 15-07 TOOL ALLOWANCE

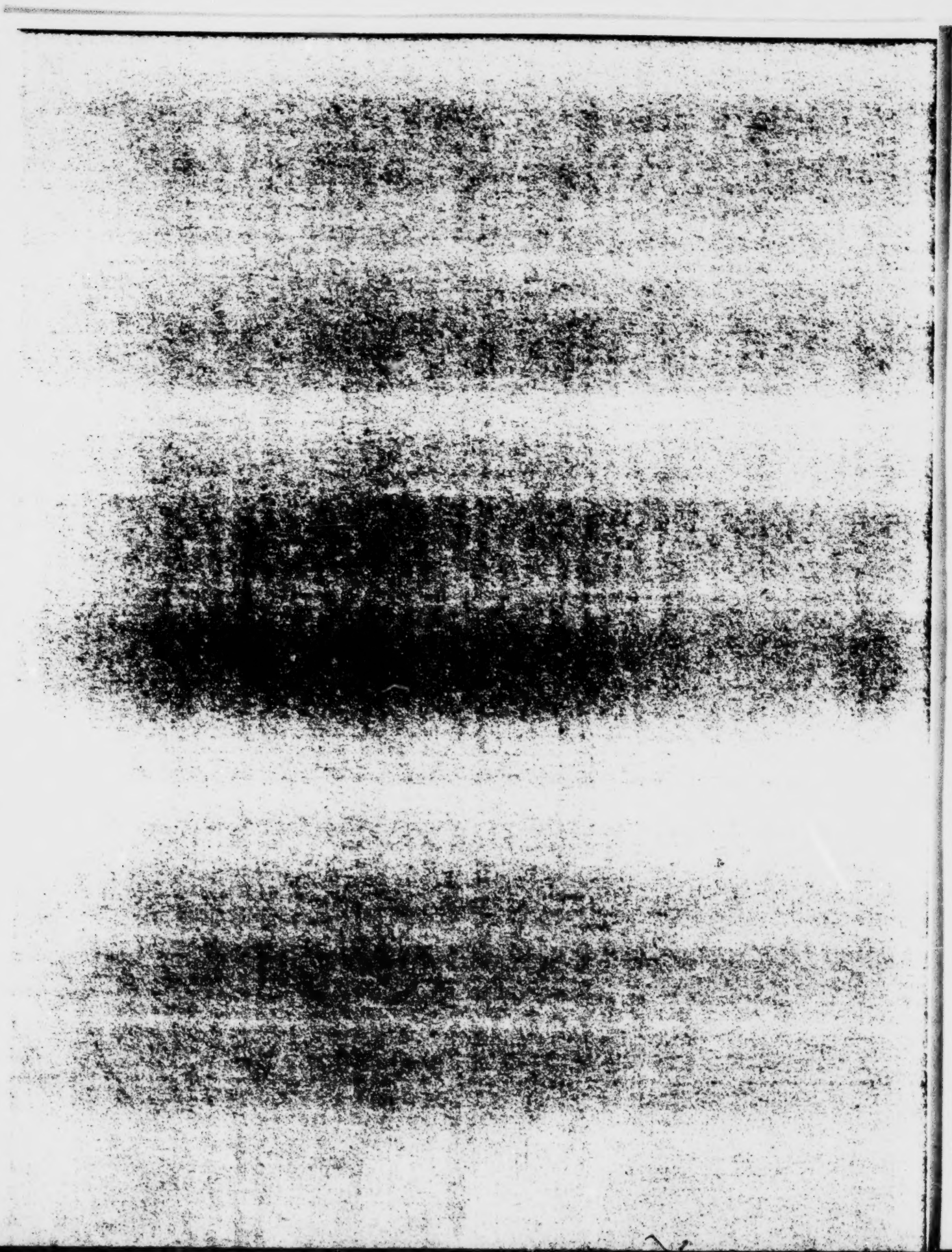
0 NO PROVISION	148	50.2	101161	42.0
1 PROVISION	147	49.8	139681	58.0

TOTAL

295 100.0 240842 100.0

PART I: b MINING

(14 agreements covering 4,676 employees)



MINING

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 SINGLE LOCAL - SINGLE EMPLOYER	14	100.0	4676	100.0
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

		%	EMPLOYEES NO.	%
0 UNDER 100 EMPLOYEES	1	7.1	85	1.8
1 100 - 199 EMPLOYEES	3	21.4	426	9.1
2 200 - 499 EMPLOYEES	6	42.9	1854	39.8
3 500 - 999 EMPLOYEES	4	28.6	2311	49.4
4 1000 - 4999 EMPLOYEES	-	-	-	-
5 5000 - 9999 EMPLOYEES	-	-	-	-
6 10-9999 EMPLOYEES	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 PRIVATE	14	100.0	4676	100.0
1 PUBLIC	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-04 TYPE OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 PRIVATE	14	100.0	4676	100.0
1 PUBLIC	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-05 TERM OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	1	7.1	147	3.1
2 2 YEARS	4	28.6	984	21.0
3 MORE THAN 2 YEARS, LESS THAN 3	4	28.6	2229	47.7
4 3 YEARS	5	35.7	1316	28.1
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-06 START DATE OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 2ND HALF OF 1983	-	-	-	-
1 1ST HALF OF 1984	3	21.4	1014	21.7
2 2ND HALF OF 1984	3	21.4	1160	24.8
3 1ST HALF OF 1985	4	28.6	1153	24.7
4 2ND HALF OF 1985	1	7.1	237	5.1
5 1ST HALF OF 1986	1	7.1	500	10.7
6 2ND HALF OF 1986	2	14.3	612	13.1
7 LATER THAN 1986	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 1-01 GEOGRAPHICAL BREAKDOWN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 EAST AND WESTERN CANADA	3	21.4	815	14.2
1 KANAGAN	3	21.4	1135	24.3
2 SOUTHERN INTERIOR	1	7.1	325	7.0
3 LOWER COAST AND LOWER MAINLAND	1	7.1	167	3.6
4 VANCOUVER ISLAND	1	7.1	700	15.0
5 CENTRAL INTERIOR	2	14.3	737	15.8
6 PEACE RIVER	1	7.1	147	3.1
7 NORTH WEST	2	14.3	850	18.2
8 TWO OR MORE REGIONS	-	-	-	-
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	1	7.1	418	8.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	5	35.7	1163	24.9
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	8	57.1	3095	66.2
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	3	21.4	1192	25.5
1 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO MORE THAN 10% OF EMPLOYEES	5	35.7	934	20.0
3 CONTRACTING OUT RESTRICTED BY PAYMENT OF UNION DUES RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	2	14.3	524	11.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	7.1	611	13.1
6 OTHER	4	28.6	1415	30.3
TOTAL	14	100.0	4676	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	6	42.9	2108	45.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	6	42.9	1844	39.4
4 MAINTENANCE OF MEMBERSHIP	2	14.3	724	15.5
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 2-04 AUTOMATIZATION OF DUES CHECK-OFF

0 NO PROVISION	2	14.3	-	-
1 VOLUNTARY	1	7.1	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	6	42.9	2108	45.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	7	50.0	2068	44.2
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	1	7.1	500	10.7
TOTAL	14	100.0	4676	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CANDLES, ETC.				
0 NO PROVISION	52	85.7	4064	86.9
1 CROSS PICKET LINES	1	7.1	112	2.4
2 HOT CANDLES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	7.1	500	10.7
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	1	7.1	350	7.5
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	11	78.6	4007	87.0
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	1	7.1	147	3.1
8 OTHER	1	7.1	112	2.4
TOTAL	14	100.0	4676	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	1	7.1	416	8.9
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	1	7.1	147	3.1
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	3	21.4	1375	29.4
6 FORTY-FIVE WORKING DAYS	3	21.4	1224	26.2
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	6	42.9	1512	32.3
9 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	1	7.1	416	8.9
1 STRAIGHT SENIORITY	1	7.1	167	3.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3	21.4	1601	34.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	42.9	1493	31.9
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	21.4	937	20.0
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	1	7.1	167	3.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	42.9	2157	46.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	35.7	1527	32.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	14.3	825	17.6
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

MINING

AGREEMENTS

EMPLOYEES

NO. %

NO. %

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

0 NO PROVISION	3	22.4	1258	26.9
1 LESS THAN 24 HOURS	—	—	—	—
2 24 HOURS TO 48 HOURS	1	7.1	107	3.0
3 72 HOURS	—	—	—	—
4 ONE WEEK	1	7.1	237	5.1
5 TWO WEEKS	1	7.1	85	1.8
6 ONE MONTH	—	—	—	—
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	7.1	300	6.4
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	—	—	—	—
9 OTHER	7	50.0	2029	50.2
TOTAL	14	100.0	4676	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	1	7.1	85	1.8
1 STRAIGHT SENIORITY	1	7.1	107	3.0
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	9	64.3	3299	70.6
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	7.1	300	6.4
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	14.3	825	17.6
5 UNION HIRING HALL AND FERRAL	—	—	—	—
6 OTHER	—	—	—	—
TOTAL	14	100.0	4676	100.0

FIELD 3-07 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	1	7.1	428	9.2
1 RETIRED	—	—	—	—
2 OTHER	—	—	—	—
3 SENIORITY	13	92.9	3452	74.2
TOTAL	14	100.0	4676	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	2	14.3	447	9.6
1 LESS THAN SIX MONTHS	—	—	—	—
2 SIX MONTHS	—	—	—	—
3 SEVEN TO TWELVE MONTHS	—	—	—	—
4 TWELVE MONTHS	—	—	—	—
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	1	7.1	418	8.9
6 MORE THAN TWENTY-FOUR MONTHS	—	—	—	—
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	10	71.4	3699	79.1
8 NOT SPECIFIED OR INDEFINITE	—	—	—	—
9 SENIORITY LOST ON LAYOFF	—	—	—	—
10 OTHER	1	7.1	112	2.4
TOTAL	14	100.0	4676	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	5	35.7	1141	24.4
1 UP TO 1 YEAR	8	57.1	438	9.3
2 12 - 24 MONTHS	4	28.6	1958	41.9
3 MORE THAN 24 MONTHS	—	—	—	—
4 VARIES BY TYPE OF INCAPACITATION	2	14.3	642	13.7
5 OTHER	1	7.1	500	10.7
TOTAL	14	100.0	4676	100.0

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	8	57.1	2997	64.1
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	5	35.7	1567	33.5
3 SENIORITY RETAINED INDEFINITELY	1	7.1	112	2.4
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	8	42.9	1381	29.5
1 FOR UNION OFFICIALS	3	21.4	1217	26.0
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	5	35.7	2078	44.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	1	7.1	418	8.9
1 PROVISION	13	92.9	4258	91.1
TOTAL	14	100.0	4676	100.0

FIELD 4-02 EMPLOYMENT FOR OLDER OR DISABLED
WORKERS

0 NO PROVISION	10	71.4	3506	75.0
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	3	21.4	670	14.3
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	7.1	500	10.7
TOTAL	14	100.0	4676	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	12	85.7	3765	80.5
1 PROVISION	2	14.3	911	19.5
TOTAL	14	100.0	4676	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	-	-	-	-
1 APPRENTICESHIP	4	28.6	1404	30.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	14.3	259	5.5
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	5	35.7	2103	45.0
5 1 AND 3	-	-	-	-
6 2 AND 3	1	7.1	500	10.7
7 1, 2 AND 3	1	7.1	325	7.0
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	7.1	85	1.8
10 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	13	92.9	4509	96.4
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	7.1	167	3.6
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	13	92.9	4509	96.4
1 REDUCTION IN NORMAL HOURS OF WORK	1	7.1	167	3.6
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 4-07 RATE OF TEMPORARY REASSIGNMENT

0 NO PROVISION	5	35.7	1940	41.5
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	9	64.3	4336	58.5
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNING

0 NO PROVISION	14	100.0	4676	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	13	92.9	4351	93.0
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	7.1	325	7.0
TOTAL	14	100.0	4676	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	7	50.0	2765	59.1
1 UNION-MANAGEMENT CONSULTATION ONLY	1	7.1	350	7.5
2 ARBITRATION IF CONSULTATION FAILS	6	42.9	1561	33.4
3 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 3 - EMPLOYEE SEPARATION

FIELD 3-01 - EMPLOYEE SEPARATION - REASON FOR SEPARATION

0 NO PROVISION	100.0	1700	100.0
1 LESS THAN THREE MONTHS	50.0	850	50.0
2 THREE MONTHS	10.0	170	10.0
3 SIX MONTHS	10.0	170	10.0
4 MORE THAN SIX MONTHS	10.0	170	10.0
5 NOTICE MONTHS (OTHER THAN 12)	10.0	170	10.0
6 OTHER	10.0	170	10.0
TOTAL	100.0	1700	100.0

FIELD 3-02 - CONSULTATION OR ADOPTION OF TECHNOLOGICAL CHANGE

0 NO PROVISION	50.0	2740	50.0
1 CONSULTATION BY SPECIAL LABOR MANAGEMENT COMMITTEE	50.0	2740	50.0
2 CONSULTATION BY OTHER MEANS	50.0	2740	50.0
3 OTHER	50.0	2740	50.0

FIELD 3-03

0 NO PROVISION	50.0	2740	50.0
1 LAYOFF	50.0	2740	50.0
2 LAYOFF WITH SEVERANCE PAY OR BONUS	50.0	2740	50.0
3 WORK FORCE REDUCED THROUGH ADOPTION OF EARLY RETIREMENT	50.0	2740	50.0
4 SOME FORM OF BONUS OR EMPLOYMENT GUARANTEE (OTHER THAN SAU-97/SEVERANCE)	50.0	2740	50.0
5 COMBINATION	50.0	2740	50.0
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	50.0	2740	50.0
7 OTHER	50.0	2740	50.0
TOTAL	100.0	4670	100.0

FIELD 3-04

0 NO PROVISION	50.0	2740	50.0
1 LAYOFF	50.0	2740	50.0
2 LAYOFF WITH SEVERANCE PAY OR BONUS	50.0	2740	50.0
3 WORK FORCE REDUCED THROUGH ADOPTION OF EARLY RETIREMENT	50.0	2740	50.0
4 SOME FORM OF BONUS OR EMPLOYMENT GUARANTEE (OTHER THAN SAU-97/SEVERANCE)	50.0	2740	50.0
5 COMBINATION	50.0	2740	50.0
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	50.0	2740	50.0
7 OTHER	50.0	2740	50.0
TOTAL	100.0	4670	100.0

MINING

FIELD 5-04

1. ONE WEEK'S PAY PER WEEK OF DESIGNATED PERIOD (LESS 2.00 PER WEEK)			
2. VARIES ACCORDING TO LENGTH OF SERVICE			
3. FLAT AMOUNT (10.00 PER WEEK OF SERVICE)			
4. TERMINATION, ETC.			
5. OTHER	14.00	537	17.5
	10.00	1051	44.4
		1588	100.0

FIELD 5-05

1. LESS THAN 20 WEEKS		125	1.6
2. 20 - 25 WEEKS PAY	10.00	1811	22.7
3. 26 - 29 WEEKS PAY			
4. 30 - 34 WEEKS PAY			
5. 35 WEEKS PAY OR MORE			
6. NO PROVISION			
7. OTHER		748	15.6
		2584	100.0

FIELD 5-06

1. NO PROVISION			
2. OPPORTUNITY TO BE TRAINED OR RETAINED			
3. MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB			
4. GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB			
5. TRANSFER ALLOWANCE AND/OR PROGRAM			
6. COMBINATION OF ABOVE A TERMINATION			
7. OTHER			
		1470	100.0

FIELD 5-07 OPTION FOR EMPLOYEES RETAINED

0. NO PROVISION	2	14.3	924	19.8
1. OPPORTUNITY TO BE TRAINED OR RETAINED	7	50.0	2468	52.8
2. MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB				
3. GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB				
4. TRANSFER ALLOWANCE AND/OR PROGRAM				
5. COMBINATION OF ABOVE A TERMINATION	5	35.7	1204	27.5
6. OTHER				
			4676	100.0

FIELD 5-11

1. NO PROVISION			
2. PROVISION			
		1377	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REDUCED

0. NO PROVISION	14	100.0	4676	100.0
1. PROVISION				
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	13	92.9	4326	92.5
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	1	7.1	350	7.5
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	21.4	1053	23.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	7	50.0	1932	41.3
2 WAGE ADJUSTMENT YEARLY	3	21.4	1437	30.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	-	-	-	-
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	7.1	224	4.8
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 6-02 OTHER WAGE AGREEMENTS

0 NO PROVISION	13	92.9	4504	97.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER OR REVIEW PERIOD, CONSENT REQUIRED	-	-	-	-
3 COMBINATION	1	7.1	112	2.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	11	78.6	3917	83.8
1 SEVERANCE PAY PLAN	2	14.3	647	13.8
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	7.1	112	2.4
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	13	92.9	4504	97.0
1 PROVISION	1	7.1	112	2.4
TOTAL	14	100.0	4676	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	12	85.7	4064	86.9
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	2	14.3	612	13.1
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	76.0	3917	83.8
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	14.3	667	13.8
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G., 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G., LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	7.1	112	2.4
TOTAL	14	100.0	4676	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	12	85.7	4064	86.9
1 LESS THAN 20 WEEKS' PAY	1	7.1	500	10.7
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	1	7.1	112	2.4
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 6-08 PROVISIONS ARE TO BE IMPLEMENTED DURING AGREEMENT				
0 NO PROVISION	10	71.4	3548	75.9
1 PROVISIONS ARE TO BE IMPLEMENTED DURING AGREEMENT	4	28.0	1128	24.1
2 PROVISIONS ARE TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-01 WAGE ADJUSTMENT				
0 NO PROVISION	10	71.4	3548	75.9
1 AUTOMATIC MONTHLY ADJUSTMENT	1	7.1	167	3.6
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	7.1	500	10.7
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	7.1	224	4.8
9 OTHER	1	7.1	237	5.1
TOTAL	14	100.0	4676	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-02 NORMAL DAILY WORK HOURS				
FOR OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	-	-	-	-
3 7 1/4 HOURS	-	-	-	-
4 7 1/2 HOURS	-	-	-	-
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	-	-	3629	81.4
7 MORE THAN EIGHT HOURS	-	-	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	-	-	825	18.5
TOTAL	-	-	4459	100.0

AGREEMENTS
NO. %

EMPLOYEES
NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	107	49.3
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	110	50.7
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	217	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	503	11.3
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	3126	70.1
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	500	11.2
7 OTHER	325	7.3
TOTAL	4459	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	217	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	-	-
TOTAL	217	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	-	-
3 37 1/2 HOURS	3629	81.4
4 40 HOURS	-	-
5 MORE THAN 40 HOURS	825	18.5
6 OTHER	-	-
TOTAL	4459	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	107	49.3
3 37 1/2 HOURS	110	50.7
4 40 HOURS	-	-
5 MORE THAN 40 HOURS	-	-
6 OTHER	-	-
TOTAL	217	100.0

FIELD 7-07 DAYS OFF PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	14.3	665	14.0
1 TWO DAYS (CONSECUTIVE)	4	64.3	3289	70.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	7.1	85	1.8
7 OTHER	2	14.3	647	13.6
TOTAL	14	100.0	4676	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	6	42.9	2114	45.2
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	6	57.1	2502	54.8
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-09 REPORTING PAY - WORK WAS COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	14	100.0	4676	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-10				
0 NO PROVISION	4	28.6	789	16.9
1 TWO FOR A TOTAL OF 30 MINUTES	4	28.6	779	16.7
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	7.1	500	10.7
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	7	50.0	2608	55.8
6 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	3	21.4	426	9.1
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	5	35.7	1697	36.3
3 MORE THAN ONE DAY LESS THAN THREE	4	28.6	1524	32.6
4 THREE DAYS TO LESS THAN SEVEN	2	14.3	1029	22.0
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	9	64.3	2916	62.4
1 PROVISION	5	35.7	1760	37.6
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	9	64.3	2655	56.8
1 PROVISION	5	35.7	2021	43.2
TOTAL	14	100.0	4676	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	14	100.0	4676	100.0
1 PROVISION	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	9	64.3	2979	63.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	14.3	936	20.0
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	2	14.3	461	9.9
5 UNDER STUDY	-	-	-	-
6 OTHER	1	7.1	300	6.4
TOTAL	14	100.0	4676	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	8	57.1	3228	69.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	21.4	897	19.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	7.1	237	5.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	2	14.3	314	6.7
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	7	50.0	2423	51.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	1	7.1	611	13.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	4	28.6	1328	28.4
6 2 X	2	14.3	314	6.7
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (ON FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	7	50.0	2296	49.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	14.3	778	16.6
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	1	7.1	147	3.1
7 OTHER	4	28.6	1455	31.1
TOTAL	14	100.0	4676	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (ON SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	4	28.6	1509	32.3
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	7	50.0	2012	43.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	3	21.4	1155	24.7
TOTAL	14	100.0	4676	100.0

FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	3	21.4	740	15.8
1 PAY ONLY	7	50.0	3133	67.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	3	21.4	579	12.4
4 OTHER	1	7.1	224	4.8
TOTAL	14	100.0	4676	100.0

FIELD 8-06 RIGHT TO REFUSE				
0 NO PROVISION	6	42.9	2277	48.7
1 RIGHT TO REFUSE OVERTIME	6	42.9	1463	31.3
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	7.1	325	7.0
4 OTHER	1	7.1	611	13.1
TOTAL	14	100.0	4676	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	1	7.1	418	8.9
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	11	78.6	3867	82.7
3 OTHER	2	14.3	391	8.4
TOTAL	14	100.0	4676	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	4	28.6	1037	22.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	9	64.3	3289	70.3
7 PERCENTAGE OF REGULAR RATE	1	7.1	350	7.5
8 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	PERCENTS NO.		EMPLOYEES NUM.	
FIELD 8-9 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	70	21.4	925	19.0
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	7.1	112	2.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	9	64.3	3289	70.3
7 PERCENTAGE OF REGULAR RATE	1	7.1	350	7.5
8 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	-	-	-	-
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	28.6	1385	29.0
4 MORE THAN FOUR HOURS PAY AT STRAIGHT TIME	1	7.1	257	5.1
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF FOUR HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	2	21.4	1230	26.3
8 MORE THAN FOUR HOURS PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR FOUR HOURS OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	7.1	325	7.0
11 OVERTIME RATE FOR FOUR HOURS OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	7.1	167	3.6
12 OTHER	4	28.6	1932	28.6
TOTAL	14	100.0	4676	100.0

FIELD 8-11 CALL-IN PAY GUARANTEE

0 NO PROVISION	-	-	-	-
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	7	50.0	1990	42.0
2 ON DESIGNATED SHIFTS	4	28.6	2050	43.8
3 1 AND 2	3	21.4	636	13.0
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	-	-	-	-
1 LESS THAN \$4.00	-	-	-	-
2 \$4.00 TO \$4.99	-	-	-	-
3 \$5.00 TO \$5.99	-	-	-	-
4 \$6.00 TO \$6.99	3	21.4	1103	23.0
5 \$7.00 AND MORE	4	28.6	1259	26.9
6 MEAL PROVIDED	5	35.7	1740	37.2
7 OTHER	2	14.3	574	12.3
TOTAL	14	100.0	4676	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON MINE OR
CALL-IN, ETC.

0 NO PROVISION	14	100.0	4676	100.0
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-14 STANDARD PAY				
0 NO PROVISION	13	92.9	4326	92.5
1 PROVISION	1	7.1	250	7.5
TOTAL	14	100.0	4576	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	13	92.9	4402	95.2
1 MULTIPLE RATE				
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR RATES				
3 PERCENTAGE OF REGULAR RATE				
4 REDUCED SHIFT				
5 OTHER	1	7.1	224	4.8
TOTAL	14	100.0	4576	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	1	7.1	224	4.8
1 LESS THAN 20 CENTS PER HOUR				
2 20 - 29 CENTS PER HOUR				
3 30 - 49 CENTS PER HOUR	7	50.0	2450	52.4
4 50 - 74 CENTS PER HOUR	3	21.4	1325	28.3
5 MORE THAN 75 CENTS PER HOUR				
6 1 1/2 HOURS PAY PER SHIFT				
7 ONE HOUR'S PAY PER SHIFT				
8 PERCENTAGE OF REGULAR RATE	1	7.1	147	3.1
9 FLAT AMOUNT PER SHIFT	2	14.3	530	11.3
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL				
11 OTHER				
TOTAL	14	100.0	4576	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	1	7.1	224	4.8
1 LESS THAN 20 CENTS PER HOUR				
2 20 - 29 CENTS PER HOUR				
3 30 - 49 CENTS PER HOUR	4	28.6	1546	33.1
4 50 - 74 CENTS PER HOUR	5	35.7	1904	40.7
5 75 - \$1.00 PER HOUR	1	7.1	325	7.0
6 MORE THAN \$1.00 PER HOUR				
7 1 1/2 HOURS PAY PER SHIFT				
8 ONE HOUR'S PAY PER SHIFT				
9 TWO HOUR'S PAY PER SHIFT				
10 PERCENTAGE OF REGULAR RATE	1	7.1	147	3.1
11 FLAT AMOUNT PER SHIFT	2	14.3	530	11.3
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL				
13 OTHER				
TOTAL	14	100.0	4576	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	14	100.0	4576	100.0
1 LESS THAN 20 CENTS				
2 20 - 29 CENTS PER HOUR				
3 30 - 49 CENTS PER HOUR				
4 50 - 75 CENTS PER HOUR				
5 MORE THAN 75 CENTS PER HOUR				
6 ONE HOUR'S PAY PER SHIFT				
7 FLAT AMOUNT PER SHIFT				
8 SPLIT SHIFT PROHIBITED				
9 OTHER				
TOTAL	14	100.0	4576	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	7.1	418	8.9
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	2	14.3	259	5.5
3 TWO YEARS	2	14.3	835	17.9
4 THREE YEARS	3	21.4	887	19.0
5 FOUR YEARS	1	7.1	167	3.6
6 FIVE YEARS	2	14.3	585	12.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED. CANNOT DETERMINE	2	14.3	825	17.6
9 OTHER	1	7.1	700	15.0
TOTAL	14	100.0	4676	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

0 NO PROVISION	6	42.9	1852	39.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	7.1	112	2.4
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	7.1	700	15.0
8 EIGHT YEARS	1	7.1	811	13.1
9 NINE YEARS	1	7.1	167	3.6
10 TEN YEARS	4	28.6	1234	26.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	7.1	418	8.9
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	4	28.6	1322	28.3
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	9	64.3	2936	62.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	7	50.0	2489	53.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	5	35.7	1725	36.9
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	7.1	112	2.4
4 OTHER	1	7.1	350	7.5
TOTAL	14	100.0	4676	100.0

FIELD 9-06 PAID HOLIDAY FALLING ON A SCHEDULED DAY OFF				
0 NO PROVISION	7	50.0	1342	28.7
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	5	35.7	2076	44.4
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	7.1	1250	26.9
4 OTHER	1	7.1	350	7.5
TOTAL	14	100.0	4676	100.0

SECTION 10

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	5	35.7	2093	44.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	2	14.3	723	15.5
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	6	42.9	1636	35.0
4 OTHER	1	7.1	224	4.8
TOTAL	14	100.0	4676	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	7.1	418	8.9
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	7.1	85	1.8
3 FOUR WEEKS	3	21.4	1548	33.1
4 FIVE WEEKS	1	7.1	500	10.7
5 SIX WEEKS	3	21.4	664	14.2
6 SEVEN WEEKS	1	7.1	112	2.4
7 EIGHT WEEKS	-	-	-	-
8 OTHER	4	28.6	1349	28.8
TOTAL	14	100.0	4676	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	13	92.9	4564	97.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	7.1	112	2.4
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	14	100.0	4676	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	9	64.3	3400	72.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	7.1	112	2.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	7.1	350	7.5
16 SIXTEEN YEARS	1	7.1	167	3.6
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	7.1	500	10.7
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	7.1	147	3.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	16	100.0	4676	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	10	81.4	3900	83.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	14.3	462	9.9
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	2	14.3	314	6.7
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	14	100.0	4676	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	14	100.0	4676	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION DAILY LEAVE				
0 NO PROVISION	7	50.0	2069	44.3
1 12 WEEKS	4	28.6	1365	29.2
2 14 WEEKS	-	-	-	-
3 16 - 25 WEEKS	7	7.1	611	13.1
4 26 WEEKS	-	-	-	-
5 27 - 32 WEEKS	-	-	-	-
6 VARIABLE ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED	1	7.1	300	6.4
8 OTHER	1	7.1	300	6.4
TOTAL	14	100.0	4676	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	14	100.0	4676	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	9	64.3	2990	55.4
1 SENIORITY RETAINED	2	14.3	961	20.6
2 SENIORITY ACCUMULATED	1	7.1	300	6.4
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	2	14.3	825	17.6
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0
FIELD 11-09 PAID LEAVE: SICKNESS				
0 NO PROVISION	13	92.9	4376	93.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	7.1	300	6.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	7.1	618	5.9
1 REGULAR PAY	9	64.3	3221	66.9
2 PERCENTAGE OF YEARLY GROSS EARNINGS	4	28.6	1037	22.2
3 1 OR 2, WHICHEVER IS GREATER	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 10-10 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	9	64.3	2717	58.1
1 WITH LIMITATIONS	2	14.3	612	13.1
2 WITHOUT LIMITATIONS	2	14.3	1270	25.7
3 NOT ALLOWED	1	7.1	147	3.1
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	12	85.7	3715	79.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION ON BASIS OF YEARS OF SERVICE	2	14.3	461	9.6
3 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

SECTION 11 - LEAVE

FIELD 11-01

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	4	28.6	384	8.2
1 ONE DAY	1	7.1	-	-
2 TWO DAYS	1	7.1	-	-
3 THREE DAYS	3	21.4	503	10.6
4 FOUR DAYS	2	14.3	1111	23.6
5 FIVE DAYS	2	14.3	1025	21.9
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	5	35.7	1653	35.4
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	1	7.1	237	5.1
1 PROVISION FOR FULL REGULAR PAY	13	92.9	4439	94.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	2	14.3	918	19.6
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	11	78.6	3646	78.0
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	1	7.1	112	2.4
4 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	14	100.0	4676	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-11 LEAVES EDUCATION				
0 NO PROVISION	11	78.6	3653	78.1
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	3	21.4	1043	21.9
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	14	100.0	4676	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FIVE DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT EXCLUDED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-13				
0 NO PROVISION	13	92.9	4664	97.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	7.1	112	2.4
TOTAL	14	100.0	4676	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (MOTION)				
0 NO PROVISION	-	-	-	-
1 PROVISION	14	100.0	4676	100.0
TOTAL	14	100.0	4676	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE PLAN	-	-	-	-
2 SERIES OF PLANS	14	100.0	4676	100.0
3 OTHER	-	-	-	-
TOTAL	14	100.0	4676	100.0

FIELD 12

- 0 NO PROVISION
- 1 IMMEDIATELY ON BEING ADVISED
- 2 ONE MONTH
- 3 THREE MONTHS
- 4 SIX MONTHS
- 5 ONE YEAR
- 6 MAXIMUM PERIOD
- 7 OTHER

FIELD 12-01 HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	14	100.0	4676	100.0
1 LESS THAN 20 CENTS PER WEEK				
2 20 CENTS PER WEEK				
3 30 CENTS PER WEEK				
4 40 CENTS PER WEEK				
5 50 CENTS PER WEEK				
6 75 CENTS PER WEEK				
7 1.00 PER WEEK				
8 1.25 PER WEEK				
9 1.50 PER WEEK				
10 OTHER				

FIELD 12-02

4 LESS THAN 50% OF PREMIUM				
5 50% OF PREMIUM	1	7.1	147	3.1
6 LESS THAN 50% OF PREMIUM				
7 FLAT AMOUNT				
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED				
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED				
10 OTHER				

TOTAL	14	100.0	4676	100.0
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FIELD 12-03

0 NO PROVISION				
1 IMMEDIATELY ON BEING ADVISED				
2 ONE MONTH				
3 THREE MONTHS				
4 SIX MONTHS				
5 ONE YEAR				
6 MAXIMUM PERIOD				
7 OTHER				
8 OTHER				
9 OTHER				
10 OTHER				
TOTAL	14	100.0	4676	100.0

1. ANNUAL CONVERSION OF UNUSED SICK LEAVE
 2. OTHER

FIELD 12-09

0 NO PROVISION
 1 ONE TO SIX DAYS
 2 SEVEN TO FIFTEEN DAYS
 3 SIXTEEN TO THIRTY DAYS
 4 MORE THAN THIRTY DAYS
 5 OTHER

TOTAL

14 100.0 4676 100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION
 1 ANNUAL CONVERSION OF UNUSED SICK LEAVE
 2 OTHER

14 100.0 4676 100.0

4676 100.0

FIELD 12-10

0 NO PROVISION
 1 LESS THAN 50% OF PREMIUM
 2 50% OF PREMIUM
 3 50% OF PREMIUM
 4 50% OF PREMIUM
 5 50% OF PREMIUM
 6 50% OF PREMIUM
 7 FLAT AMOUNT
 8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED
 9 OTHER

TOTAL

14 100.0 4676 100.0

	AGREEMENTS	EMPLOYEES
FIELD 12-16 DEGREE OF PROTECTION OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE		
0 NO PROVISION	1 1.1	112 2.4
1 100% OF PREMIUM	12 66.7	4416 94.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-
3 75% OF PREMIUM	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-
5 50% OF PREMIUM	-	-
6 LESS THAN 50% OF PREMIUM	-	-
7 FLAT AMOUNT	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1 1.1	112 3.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-
10 OTHER	-	-
TOTAL	14 100.0	4676 100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

0 NO PROVISION	1 1.1	112 2.4
1 \$5,000 OR LESS	-	-
2 \$5,001 TO \$10,000	-	-
3 \$10,001 TO \$15,000	-	-
4 \$15,001 TO \$20,000	1 1.1	112 2.4
5 MORE THAN \$20,000	1 1.1	112 2.4
6 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-
7 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-
8 OTHER	-	-
TOTAL	14 100.0	4676 100.0

FIELD 12-18 DEGREE OF PROTECTION OF PENSION FUND		
0 NO PROVISION	-	-
1 100% OF PREMIUM	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1 1.1	112 2.4
3 75% OF PREMIUM	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1 1.1	112 2.4
5 50% OF PREMIUM	-	-
6 FLAT AMOUNT	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-
9 OTHER	-	-
TOTAL	14 100.0	4676 100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	5 35.7	2112 45.2
1 PROVISION	9 64.3	2564 54.8
TOTAL	14 100.0	4676 100.0

FIELD 13-01

- 0 NO PROVISION
- 1 UNION
- 2 MANAGEMENT
- 3 AGENT (FEDERAL GOVERNMENT)
- 4 ADMINISTRATIVE SERVICE (FEDERAL)
- 5 MUNICIPAL (FEDERAL GOVERNMENT)
- 6 OTHER

FIELD 13-02

- 0 NO PROVISION
- 1 PROVISION

TOTAL

14 100.0

4670 100.0

SECTION 13-01

FIELD 13-03

FIELD 13-04 LENGTH OF TIME TO INCREASE EMPLOYANCE

0 NO PROVISION	-	-	-	-
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	6	28.6	1503	32.1
3 ONE WEEK	3	21.4	1224	26.2
4 TEN DAYS	2	21.4	995	21.3
5 TWO WEEKS	1	7.1	350	7.5
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	-	-	-	-
8 TWO MONTHS	-	-	-	-
9 THREE MONTHS	-	-	-	-
10 OTHER	-	-	-	-

FIELD 13-05

- 0 NO PROVISION
- 1 PROVISION

TOTAL

12 85.7

2 14.3

14 100.0

FIELD

FIELD

FIELD

FIELD

FIELD

FIELD

FIELD

FIELD

100.0

4076 100.0

100.0

3826 81.8

100.0

850 18.2

100.0

4076 100.0

SECTION

FIELD

100.0

4076 100.0

PART I: c MANUFACTURING

(96 agreements covering 62,334 employees)

Food and Beverage
Wood Products
Paper and Allied
 Printing and Publishing
Metals (Primary and Fabricating)
Machinery
Transportation Equipment
Electrical Products
Miscellaneous Manufacturing



MANUFACTURING

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

0 SINGLE LOCAL - SINGLE EMPLOYER	74	77.1	16228	26.0
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	13	13.5	12990	20.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	4	4.2	4940	7.9
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	2.1	25600	41.1
4 MULTI-UNION AND SINGLE EMPLOYER	2	2.1	1776	2.8
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	1.0	800	1.3
TOTAL	96	100.0	62334	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	11	11.5	973	1.6
1 100 - 199 EMPLOYEES	44	45.8	6205	10.0
2 200 - 499 EMPLOYEES	21	21.9	5712	9.2
3 500 - 999 EMPLOYEES	10	10.4	6478	10.4
4 1000 - 4999 EMPLOYEES	9	9.4	18800	30.3
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	1.0	24100	38.7
TOTAL	96	100.0	62334	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	96	100.0	62334	100.0
1 FEDERAL	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 1-04 SECTOR

0 PRIVATE	96	100.0	62334	100.0
1 PUBLIC	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	10	10.4	6664	10.7
1 MORE THAN 1 YEAR, LESS THAN 2	2	2.1	445	0.7
2 2 YEARS	40	41.7	14102	22.6
3 MORE THAN 2 YEARS, LESS THAN 3	28	29.2	12734	20.4
4 3 YEARS	8	8.3	25602	41.1
5 MORE THAN 3 YEARS	6	6.3	2224	3.6
6 OTHER	2	2.1	563	0.9
TOTAL	96	100.0	62334	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	1	1.0	180	0.3
1 1ST HALF OF 1984	37	38.5	10604	17.0
2 2ND HALF OF 1984	24	25.0	10978	17.6
3 1ST HALF OF 1985	26	27.1	14710	23.6
4 2ND HALF OF 1985	5	5.2	1454	2.3
5 1ST HALF OF 1986	1	1.0	24100	38.7
6 2ND HALF OF 1986	1	1.0	195	0.3
7 LATER THAN 1986	1	1.0	113	0.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

0 EAST AND WEST KOOTENAYS	4	4.2	4746	7.6
1 UKANAGAN	8	8.3	1361	2.2
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	67	69.8	19729	31.7
4 VANCOUVER ISLAND	1	1.0	120	0.2
5 CENTRAL INTERIOR	4	4.2	570	0.9
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	3	3.1	2012	3.2
8 TWO OR MORE REGIONS	9	9.4	33776	54.2
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	96	100.0	62334	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	17	17.7	10537	16.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	52	54.2	45207	72.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	12	12.5	3649	5.9
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	14	14.6	2841	4.6
4 OTHER	1	1.0	100	0.2
TOTAL	96	100.0	62334	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	48	50.0	23011	36.9
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	14	14.6	4632	7.4
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	11	11.5	1794	2.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	3.1	530	0.9
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	9	9.4	4202	6.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	11	11.5	26105	45.1
6 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	5	5.2	5488	8.8
1 CLOSED SHOP	18	18.8	11979	19.2
2 UNION SHOP	59	61.5	16314	26.2
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	9	9.4	26996	43.3
4 MAINTENANCE OF MEMBERSHIP	1	1.0	1000	1.6
5 RAND FORMULA	3	3.1	373	0.6
6 OTHER	1	1.0	184	0.3
TOTAL	96	100.0	62334	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	1	1.0	700	1.1
1 VOLUNTARY	2	2.1	695	1.1
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	77	80.2	28293	45.4
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	10	10.4	27571	44.2
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	5.2	4972	8.0
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	1	1.0	103	0.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES,
HANDLE HOT CARGUES, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	47	49.0	47277	75.6
1 CROSS PICKET LINES	22	22.9	4820	7.7
2 HOT CARGUES	1	1.0	88	0.1
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	25	26.0	10017	16.1
5 OTHER	1	1.0	132	0.2
TOTAL	96	100.0	62334	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	8	8.3	6141	9.9
1 UNION HIRING HALL	3	3.1	2126	3.4
2 EMPLOYER (PLANT, BARGAINING UNIT)	57	59.4	21156	33.9
3 DEPARTMENT (BRANCH, DIVISION)	3	3.1	314	0.5
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	13	13.5	6391	10.3
6 EMPLOYER AND CRAFT	6	6.3	1333	2.1
7 COMBINATION OF THE ABOVE	4	4.2	589	0.9
8 OTHER	2	2.1	2424	3.9
TOTAL	96	100.0	62334	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	6	6.3	6181	9.9
1 ONE CALENDAR MONTH	12	12.5	2202	3.5
2 TWO CALENDAR MONTHS	3	3.1	636	1.0
3 THREE CALENDAR MONTHS	7	7.3	2791	4.5
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	15	15.6	26946	43.2
6 FORTY-FIVE WORKING DAYS	12	12.5	4153	6.7
7 SIXTY WORKING DAYS	9	9.4	3593	5.8
8 240 WORKING DAYS	-	-	-	-
9 OTHER	32	33.3	15832	25.4
TOTAL	96	100.0	62334	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	23	24.0	36949	59.3
1 STRAIGHT SENIORITY	2	2.1	275	0.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	34	35.4	14088	22.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	19	19.8	6492	10.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	17	17.7	3030	4.9
5 OTHER	1	1.0	1500	2.4
TOTAL	96	100.0	62334	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	7	7.3	6292	10.1
1 STRAIGHT SENIORITY	15	15.6	4889	7.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	56	58.3	42745	68.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	7.3	4813	7.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	6	6.3	1483	2.4
5 OTHER	5	5.2	2112	3.4
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

0 NO PROVISION	40	41.7	44091	70.7
1 LESS THAN 24 HOURS	2	2.1	312	0.5
2 24 HOURS TO 48 HOURS	12	12.5	6387	10.2
3 72 HOURS	6	6.3	1285	2.1
4 ONE WEEK	2	2.1	200	0.3
5 TWO WEEKS	4	4.2	835	1.3
6 ONE MONTH	1	1.0	500	0.8
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	15	15.6	3907	6.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	3	3.1	1709	2.7
9 OTHER	11	11.5	3108	5.0
TOTAL	96	100.0	62334	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	9	9.4	2764	14.1
1 STRAIGHT SENIORITY	15	15.6	4985	8.0
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	56	58.3	42240	67.8
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	6.3	4213	6.8
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	6.3	1483	2.4
5 UNION HIRING HALL REFERRAL	2	2.1	189	0.3
6 OTHER	2	2.1	460	0.7
TOTAL	96	100.0	62334	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	19	19.8	10530	16.9
1 FAILURE TO REPORT WHEN NOTIFIED	9	9.4	1779	2.9
2 AFTER A SPECIFIED PERIOD OFF WORK	5	5.2	24678	39.6
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	63	65.6	25347	40.7
TOTAL	96	100.0	62334	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	20	20.8	11155	17.9
1 LESS THAN SIX MONTHS	3	3.1	630	1.0
2 SIX MONTHS	7	7.3	934	1.5
3 SEVEN TO TWELVE MONTHS	3	3.1	1240	2.0
4 TWELVE MONTHS	19	19.8	8238	13.2
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	9	9.4	3223	5.2
6 MORE THAN TWENTY-FOUR MONTHS	1	1.0	911	1.5
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	29	30.2	35309	56.6
8 NOT SPECIFIED OR INDEFINITE	3	3.1	346	0.6
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	2	2.1	348	0.6
TOTAL	96	100.0	62334	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	53	55.2	47266	75.9
1 UP TO 1 YEAR	6	6.3	1461	2.3
2 12 - 24 MONTHS	8	8.3	1913	3.1
3 MORE THAN 24 MONTHS	2	2.1	514	0.8
4 VARIES BY TYPE OF INCAPACITATION	5	5.2	1025	1.6
5 OTHER	22	22.9	10135	16.3
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

0 NO PROVISION	59	61.5	24789	39.8
1 SENIORITY LOST ON TRANSFER	1	1.0	184	0.3
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	27	28.1	32115	51.5
3 SENIORITY RETAINED INDEFINITELY	5	5.2	4276	6.9
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	4	4.2	970	1.6
TOTAL	96	100.0	62334	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	79	82.3	58466	93.6
1 FOR UNION OFFICIALS	6	6.3	1599	2.6
2 SPECIAL SKILLS, APPRENTICES	8	8.3	2084	3.3
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	1	1.0	165	0.3
TOTAL	96	100.0	62334	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	25	26.0	13297	21.3
1 PROVISION	71	74.0	49037	78.7
TOTAL	96	100.0	62334	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	75	78.1	51048	81.9
1 OLDER WORKERS	1	1.0	425	0.7
2 DISABLED WORKERS	16	16.7	9629	15.4
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	4	4.2	1232	2.0
TOTAL	96	100.0	62334	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	85	88.5	54227	87.0
1 PROVISION	11	11.5	8107	13.0
TOTAL	96	100.0	62334	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	37	38.5	15061	24.2
1 APPRENTICESHIP	22	22.9	10661	17.1
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	4	4.2	564	0.9
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	16	16.6	5291	8.5
5 1 AND 3	2	2.1	700	1.1
6 2 AND 3	4	4.2	455	0.7
7 1, 2 AND 3	3	3.1	4388	7.0
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	1.0	180	0.3
10 OTHER	5	5.2	25044	40.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	66	68.8	52372	84.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	1.0	350	0.6
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	1.0	125	0.2
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	1.0	200	0.3
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	9	9.4	2633	4.2
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	9	9.4	3690	6.2
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	3	3.1	650	1.0
7 NOT SPECIFIED	6	6.3	2134	3.4
TOTAL	96	100.0	62334	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	76	81.3	56553	90.7
1 REDUCTION IN NORMAL HOURS OF WORK	11	11.5	3991	6.4
2 CHANGE IN TYPE OF WORK	2	2.1	600	1.0
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	5	5.2	1190	1.9
TOTAL	96	100.0	62334	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	57	59.4	48205	77.3
1 REGULAR RATE OF EMPLOYEE	1	1.0	106	0.2
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	33	34.4	11113	17.8
3 RATE OF TEMPORARY JOB	3	3.1	2215	3.6
4 OTHER	2	2.1	695	1.1
TOTAL	96	100.0	62334	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	69	71.9	55241	88.6
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	9	9.4	2578	4.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	11	11.5	3084	4.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.0	320	0.5
5 OTHER	6	6.3	1111	1.8
TOTAL	96	100.0	62334	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	73	76.0	55872	89.6
1 PROHIBITED	14	14.6	4688	7.5
2 PERMITTED - WITH RESTRICTIONS	5	5.2	864	1.4
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	4	4.2	710	1.1
TOTAL	96	100.0	62334	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	53	55.2	29933	48.0
1 UNION-MANAGEMENT CONSULTATION ONLY	6	6.3	1597	2.6
2 ARBITRATION IF CONSULTATION FAILS	35	36.5	11654	18.7
3 OTHER	2	2.1	24350	39.1
TOTAL	96	100.0	62334	100.0

MANAGEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 2 - TECHNOLOGICAL CHANGE**FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION**

0 NO PROVISION	37	38.5	18795	30.2
1 LESS THAN THREE MONTHS	10	10.4	3592	5.6
2 THREE MONTHS	21	21.9	8343	10.2
3 SIX MONTHS	11	11.5	27061	43.4
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	15	15.6	5890	9.4
6 OTHER	2	2.1	653	1.0
TOTAL	96	100.0	62334	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	60	62.5	33832	68.4
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	16	16.7	3995	6.4
2 CONSULTATION - DETAILS UNSPECIFIED	20	20.8	4487	7.2
3 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	80	83.3	58831	94.4
1 PROVISION	16	16.7	3503	5.6
TOTAL	96	100.0	62334	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	39	40.6	19868	31.9
1 STRAIGHT LAYOFF	2	2.1	214	0.3
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	42	43.8	39277	63.0
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	1.0	911	1.5
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	4	4.2	1040	1.7
5 COMBINATION	1	1.0	95	0.2
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	5	5.2	733	1.2
7 OTHER	2	2.1	196	0.3
TOTAL	96	100.0	62334	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	55	57.3	24071	38.6
1 LESS THAN ONE YEAR	2	2.1	1011	1.6
2 ONE YEAR	14	14.6	27537	43.9
3 TWO YEARS	8	8.3	1754	2.8
4 THREE YEARS	4	4.2	1340	2.1
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	9	9.4	6292	10.1
7 TEN YEARS	-	-	-	-
8 OTHER	4	4.2	529	0.8
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	52	54.2	24091	38.6
1 ONE WEEK'S PAY PER YEAR OF SERVICE	9	9.4	27385	43.9
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	14	14.6	2954	4.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	7	7.3	4275	6.9
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	5	5.2	1106	1.8
5 OTHER	9	9.4	2523	4.0
TOTAL	96	100.0	62334	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	60	62.5	26112	41.9
1 LESS THAN 20 WEEKS' PAY	11	11.5	2425	3.9
2 20 - 25 WEEKS' PAY	5	5.2	1927	3.1
3 26 - 29 WEEKS' PAY	4	4.2	641	1.0
4 30 - 51 WEEKS' PAY	2	2.1	24195	38.8
5 52 WEEK'S PAY OR MORE	3	3.1	1551	2.5
6 NO MAXIMUM	9	9.4	5196	8.3
7 OTHER	2	2.1	257	0.4
TOTAL	96	100.0	62334	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	87	90.6	61008	97.9
1 LESS THAN THREE MONTHS	5	5.2	805	1.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	1.0	148	0.2
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	1.0	187	0.3
4 MENTIONED, NOT SPECIFIED	1	1.0	100	0.2
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	1.0	86	0.1
TOTAL	96	100.0	62334	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	27	28.1	11818	19.0
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	44	45.8	11755	18.9
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	3.1	24395	39.1
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	20	20.8	14180	22.7
6 OTHER	2	2.1	186	0.3
TOTAL	96	100.0	62334	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	33	34.4	13347	21.4
1 COMPANY PROGRAM	11	11.5	3256	5.2
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	17	17.7	30622	49.1
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	33	34.4	14921	23.9
5 OTHER	2	2.1	188	0.3
TOTAL	96	100.0	62334	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	96	100.0	62334	100.0
1 PROVISION	-	-	-	-
TOTAL	96	100.0	62334	100.0

MANUFACTURING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	96	100.0	62334	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	11	11.5	6319	10.1
1 WAGE ADJUSTMENT EVERY SIX MONTHS	10	10.4	4230	6.8
2 WAGE ADJUSTMENT YEARLY	47	49.0	41059	65.9
3 IRREGULARLY SCHEDULED WAGE INCREASES	23	24.0	5522	8.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	5	5.2	5204	8.3
TOTAL	96	100.0	62334	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	88	91.7	60495	97.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	1.0	125	0.2
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	4	4.2	885	1.4
3 COMBINATION OF 1 AND 2	1	1.0	250	0.4
4 OTHER	2	2.1	579	0.9
TOTAL	96	100.0	62334	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	57	59.4	47805	76.7
1 SEVERANCE PAY PLAN	34	35.4	12642	20.3
2 LAYOFF BENEFITS PLAN	2	2.1	195	0.3
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	2	2.1	1600	2.6
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	1	1.0	86	0.1
TOTAL	96	100.0	62334	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	93	96.9	58988	94.6
1 PROVISION	3	3.1	3346	5.4
TOTAL	96	100.0	62334	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	61	63.5	48278	77.5
1 LESS THAN ONE YEAR	8	8.3	2637	4.2
2 ONE YEAR	8	8.3	3512	5.6
3 TWO YEARS	4	4.2	1890	3.0
4 THREE YEARS	2	2.1	480	0.8
5 FIVE YEARS	4	4.2	2890	4.6
6 TEN YEARS	-	-	-	-
7 OTHER	9	9.4	2647	4.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	56	58.3	47600	76.4
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	1.0	95	0.2
2 ONE WEEK'S PAY PER YEAR OF SERVICE	11	11.5	3820	6.1
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	3	3.1	505	0.9
4 VARIES ACCORDING TO LENGTH OF SERVICE	15	15.6	6285	10.1
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1	1.0	200	0.3
6 OTHER	9	9.4	3749	6.0
TOTAL	96	100.0	62334	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	70	72.9	52053	83.5
1 LESS THAN 20 WEEKS' PAY	7	7.3	1985	3.2
2 20 WEEKS' PAY	3	3.1	1552	2.5
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	8	8.3	2247	3.6
6 NO MAXIMUM	6	6.3	4240	6.8
7 OTHER	2	2.1	257	0.4
TOTAL	96	100.0	62334	100.0

FIELD 6-08 COLA

0 NO PROVISION	56	58.3	45045	72.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	38	39.6	17101	27.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	2	2.1	188	0.3
TOTAL	96	100.0	62334	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	56	58.3	45045	72.3
1 AUTOMATIC MONTHLY ADJUSTMENT	9	9.4	1793	2.9
2 AUTOMATIC QUARTERLY ADJUSTMENT	6	6.3	5143	8.3
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	8	8.3	2958	4.7
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	9	9.4	4314	6.9
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	2	2.1	340	0.5
9 OTHER	6	6.3	2741	4.4
TOTAL	96	100.0	62334	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	700	1.2
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	790	1.3
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	949	1.6
5 7 3/4 HOURS	2112	3.5
6 EIGHT HOURS	49005	80.9
7 MORE THAN EIGHT HOURS	1606	2.7
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	5377	8.9
TOTAL	60539	100.0

MANUFACTURING

AGREEMENTS
NO. %

EMPLOYEES
NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	1638	91.3
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	68	3.8
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	89	5.0
TOTAL	1795	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	700	1.2
1 THREE DAYS	-	-
2 FOUR DAYS	1731	2.9
3 FIVE DAYS	53231	87.9
4 VARIES BY SEASON, LOCATION, ETC.	4500	7.4
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	126	0.2
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	251	0.4
TOTAL	60539	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	1795	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	-	-
TOTAL	1795	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	700	1.2
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	1796	3.0
3 37 1/2 HOURS	699	1.2
4 40 HOURS	49031	81.0
5 MORE THAN 40 HOURS	-	-
6 OTHER	8313	13.7
TOTAL	60539	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	-	-
3 37 1/2 HOURS	1638	91.3
4 40 HOURS	68	3.8
5 MORE THAN 40 HOURS	-	-
6 OTHER	89	5.0
TOTAL	1795	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 7-07 DAYS OFF PER WEEK

0 NO PROVISION	0	0.3	3125	5.0
1 TWO DAYS (CONSECUTIVE)	81	84.4	48180	77.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	1	1.0	1250	2.0
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	3.1	4040	7.4
7 OTHER	5	5.2	5133	8.2
TOTAL	96	100.0	62334	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	56	58.3	28231	45.3
1 THREE HOURS' PAY	2	2.1	309	0.5
2 FOUR HOURS' PAY	21	21.9	28898	46.4
3 FULL SHIFT'S PAY	15	15.6	4276	6.9
4 OTHER	2	2.1	620	1.0
TOTAL	96	100.0	62334	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	77	80.2	57763	92.7
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	3	3.1	1114	1.8
2 FULL SHIFT'S PAY	14	14.6	2770	4.4
3 OTHER	2	2.1	687	1.1
TOTAL	96	100.0	62334	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	20	20.8	16047	25.7
1 TWO FOR A TOTAL OF 20 MINUTES	43	44.8	37020	59.4
2 TWO FOR A TOTAL OF 30 MINUTES	24	25.0	6047	10.7
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	3	3.1	1000	1.6
6 OTHER	6	6.3	1620	2.6
TOTAL	96	100.0	62334	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	48	50.0	46475	74.6
1 LESS THAN ONE DAY (24 HOURS)	8	8.3	1048	1.7
2 ONE DAY (24 HOURS)	8	8.3	2654	4.3
3 MORE THAN ONE DAY LESS THAN THREE	13	13.5	3852	6.2
4 THREE DAYS TO LESS THAN SEVEN	6	6.3	3853	6.2
5 SEVEN TO FOURTEEN DAYS	4	4.2	528	0.8
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.0	89	0.1
8 OTHER	8	8.3	3835	6.2
TOTAL	96	100.0	62334	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	90	93.8	36719	58.9
1 PROVISION	6	6.3	25615	41.1
TOTAL	96	100.0	62334	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	56	58.3	50921	81.7
1 PROVISION	40	41.7	11413	18.3
TOTAL	96	100.0	62334	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	94	97.9	62015	99.5
1 PROVISION	2	2.1	319	0.5
TOTAL	96	100.0	62334	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	88	91.7	60661	97.3
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	1.0	256	0.4
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	1.0	110	0.2
6 OTHER	6	6.3	1307	2.1
TOTAL	96	100.0	62334	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	9	9.4	6278	10.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.0	114	0.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	19	19.8	4110	6.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	8	8.3	26322	42.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	2.1	520	0.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	51	53.1	18254	29.3
7 OTHER	6	6.3	6736	10.8
TOTAL	96	100.0	62334	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	17	17.7	32090	51.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	6	6.3	1717	2.8
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	3.1	1586	2.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	4.2	492	0.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	4	4.2	556	0.9
6 2 X	54	56.3	18700	30.0
7 OTHER	8	8.3	7191	11.5
TOTAL	96	100.0	62334	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	8.3	6467	10.4
1 1 1/2 X	10	10.4	27313	43.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	4	4.2	1364	2.2
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	1.0	125	0.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	5.2	1007	1.6
6 2 X	54	56.3	17418	27.9
7 OTHER	14	14.6	8620	13.8
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

0 NO PROVISION	11	11.5	6950	11.1
1 1 1/2 X	1	1.0	1740	2.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	2.1	670	1.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	74	77.1	46148	74.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	8	8.3	6626	11.0
TOTAL	96	100.0	62334	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	30	37.5	40417	74.5
1 PAY ONLY	33	34.4	6675	10.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	27	28.1	9242	14.8
4 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	41	42.7	43594	69.9
1 RIGHT TO REFUSE OVERTIME	51	53.1	17640	28.3
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	2.1	400	0.7
4 OTHER	2	2.1	640	1.0
TOTAL	96	100.0	62334	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	45	46.9	43305	69.6
1 BASED ON SENIORITY	17	17.7	5942	9.5
2 SHARED AMONG ALL EMPLOYEES	31	32.3	12443	20.0
3 OTHER	3	3.1	584	0.9
TOTAL	96	100.0	62334	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	80	83.3	34244	54.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	3	3.1	24357	39.1
2 1 1/2 X	4	4.2	1204	2.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	2.1	230	0.4
6 FLAT AMOUNT PER HOUR OR DAY	7	7.3	2239	3.6
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

AGREEMENTS	EMPLOYEES
NU. %	NU. %

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

0 NO PROVISION	78	81.3	29991	46.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	5	5.2	25015	41.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.0	600	1.0
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	3.1	319	0.5
6 FLAT AMOUNT PER HOUR OR PER DAY	5	5.2	2639	4.2
7 PERCENTAGE OF REGULAR RATE	3	3.1	1670	2.7
8 OTHER	1	1.0	1500	2.4
TOTAL	96	100.0	62334	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	26	27.1	32732	52.5
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	1.0	259	0.4
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	2.1	1860	3.0
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	13	13.5	8408	13.5
4 MORE THAN FOUR HOURS, PAY AT STRAIGHT TIME	2	2.1	430	0.7
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	7	7.3	2327	3.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	12	12.5	3274	5.3
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	15	15.8	7636	12.3
8 MORE THAN FOUR HOURS, PAY AT OVERTIME RATE	2	2.1	900	1.4
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	2.1	640	1.0
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.0	350	0.6
12 OTHER	10	10.4	3518	5.6
TOTAL	96	100.0	62334	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	37	38.5	39158	62.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	51	53.1	20076	32.2
2 ON DESIGNATED SHIFTS	2	2.1	315	0.5
3 1 AND 2	2	2.1	445	0.7
4 OTHER	4	4.2	2340	3.8
TOTAL	96	100.0	62334	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	37	38.5	16136	25.9
1 LESS THAN \$4.00	3	3.1	1034	1.7
2 \$4.00 TO \$4.99	1	1.0	130	0.2
3 \$5.00 TO \$5.99	10	10.4	4152	6.7
4 \$6.00 TO \$6.99	9	9.4	1932	3.1
5 \$7.00 AND MORE	13	13.5	4745	7.6
6 MEAL PROVIDED	14	14.6	28727	46.1
7 OTHER	9	9.4	5478	8.8
TOTAL	96	100.0	62334	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	75	78.1	51650	83.2
1 1 1/2 X	4	4.2	2356	3.8
2 1 1/2 X FOLLOWED BY A HIGHER RATE	4	4.2	5440	8.7
3 2 X	7	7.3	1821	2.9
4 FLAT AMOUNT	1	1.0	100	0.2
5 OTHER	5	5.2	767	1.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-14 STAND-BY PAY

0 NO PROVISION	81	84.4	30530	49.0
1 PROVISION	15	15.6	31804	51.0
TOTAL	96	100.0	62334	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	78	81.3	57434	92.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	7	7.3	2649	4.2
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	10.4	2162	3.5
3 PERCENTAGE OF REGULAR RATE	1	1.0	89	0.1
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	17	17.7	8507	13.6
1 LESS THAN 20 CENTS PER HOUR	2	2.1	430	0.7
2 20 - 29 CENTS PER HOUR	8	8.3	2801	4.5
3 30 - 49 CENTS PER HOUR	23	24.0	34046	54.6
4 50 - 75 CENTS PER HOUR	11	11.5	3437	5.6
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	3	3.1	2200	3.5
7 1 HOUR'S PAY PER SHIFT	5	5.2	1753	2.8
8 PERCENTAGE OF HOURLY WAGE RATE	6	6.3	2330	3.7
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	3	3.1	307	0.5
11 OTHER	18	18.8	6473	10.4
TOTAL	96	100.0	62334	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	18	18.6	9757	15.7
1 LESS THAN 20 CENTS PER HOUR	1	1.0	180	0.3
2 20 - 29 CENTS PER HOUR	8	8.3	2965	4.8
3 30 - 49 CENTS PER HOUR	16	16.7	27692	44.4
4 50 - 74 CENTS PER HOUR	15	15.6	5511	8.8
5 75 - \$1.00 PER HOUR	3	3.1	4326	6.9
6 MORE THAN \$1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	4	4.2	4200	6.7
9 TWO HOUR'S PAY PER SHIFT	5	5.2	2202	3.5
10 PERCENTAGE OF HOURLY WAGE RATE	5	5.2	1080	1.7
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	3	3.1	307	0.5
13 OTHER	18	18.8	4114	6.6
TOTAL	96	100.0	62334	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	92	95.8	60576	97.2
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	4	4.2	1758	2.8
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

MANUFACTURING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILLAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	76	79.2	54798	87.9
1 PROVISION	20	20.8	7536	12.1
TOTAL	96	100.0	62334	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	91	94.8	58754	94.3
1 PROVISION	5	5.2	3580	5.7
TOTAL	96	100.0	62334	100.0

SECTION 9 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	2	2.1	5200	8.3
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	7	7.3	2371	3.8
4 ELEVEN DAYS	36	37.5	34654	55.8
5 TWELVE DAYS	43	44.8	18809	30.2
6 THIRTEEN DAYS	0	0.0	1029	1.7
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	1	1.0	100	0.2
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	1.0	171	0.3
TOTAL	96	100.0	62334	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	22	22.9	11084	17.8
1 MINIMUM LENGTH OF SERVICE	10	10.4	3098	5.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	1.0	106	0.2
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	11	11.5	4320	6.9
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	1.0	250	0.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	42	43.8	40583	65.1
7 OTHER	9	9.4	2893	4.6
TOTAL	96	100.0	62334	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	32	33.3	14526	23.3
1 LESS THAN ONE MONTH	10	10.4	1878	3.0
2 ONE MONTH	36	37.5	36443	58.5
3 TWO MONTHS	1	1.0	280	0.4
4 MORE THAN TWO MONTHS	1	1.0	4000	6.4
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	12	12.5	4742	7.6
6 OTHER	4	4.2	465	0.7
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

0 NO PROVISION	7	7.3	6057	9.7
1 ANOTHER DAY OFF	2	2.1	205	0.3
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	8.3	15996	41.7
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	70	72.9	21755	34.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	1	1.0	4000	0.4
5 OTHER	8	8.3	4321	0.9
TOTAL	96	100.0	62334	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	24	25.0	10751	17.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	67	69.8	49597	79.6
2 AN EXTRA DAY'S PAY	1	1.0	425	0.7
3 1 OR 2	3	3.1	311	0.5
4 OTHER	1	1.0	1250	2.0
TOTAL	96	100.0	62334	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	36	37.5	44815	71.9
1 ANOTHER PAID DAY OFF	40	41.7	12811	20.6
2 ANOTHER DAY'S PAY	7	7.3	1319	2.1
3 1 OR 2	13	13.5	3389	5.4
4 NOT GRANTED	-	-	-	-
TOTAL	96	100.0	62334	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	35	36.5	40280	64.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	2.1	850	1.4
2 ONE WEEK AFTER 6 MONTHS	1	1.0	140	0.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	44	45.8	18533	29.7
4 OTHER	14	14.6	2531	4.1
TOTAL	96	100.0	62334	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	2	2.1	5200	8.3
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	3	3.1	321	0.5
3 FOUR WEEKS	8	8.3	1257	2.0
4 FIVE WEEKS	14	14.6	6030	9.7
5 SIX WEEKS	48	50.0	17107	27.4
6 SEVEN WEEKS	13	13.5	30998	49.7
7 EIGHT WEEKS	6	6.3	1171	1.9
8 OTHER	2	2.1	250	0.4
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	2	2.1	5230	6.3
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	8	8.3	3476	5.6
3 TWO YEARS	18	18.8	34897	56.0
4 THREE YEARS	46	47.9	12907	20.7
5 FOUR YEARS	7	7.3	2277	3.7
6 FIVE YEARS	14	14.6	3427	5.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	1.0	150	0.2
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	6	6.3	5671	9.1
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	1.0	1376	2.2
5 FIVE YEARS	9	9.4	2588	4.2
6 SIX YEARS	3	3.1	404	0.7
7 SEVEN YEARS	15	15.6	29391	47.2
8 EIGHT YEARS	30	31.3	13792	22.1
9 NINE YEARS	11	11.5	2340	3.8
10 TEN YEARS	14	14.6	4766	7.7
11 ELEVEN YEARS	2	2.1	647	1.4
12 TWELVE YEARS	2	2.1	433	0.7
13 THIRTEEN YEARS	2	2.1	450	0.7
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	1.0	196	0.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

0 NO PROVISION	15	15.6	7028	11.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	1	1.0	1376	2.2
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	6	6.3	2092	3.4
12 TWELVE YEARS	1	1.0	184	0.3
13 THIRTEEN YEARS	3	3.1	507	0.8
14 FOURTEEN YEARS	4	4.2	1690	2.7
15 FIFTEEN YEARS	12	12.5	5057	8.1
16 SIXTEEN YEARS	24	25.0	30130	48.4
17 SEVENTEEN YEARS	3	3.1	1039	1.7
18 EIGHTEEN YEARS	6	6.3	2517	4.0
19 NINETEEN YEARS	8	8.3	5761	9.2
20 TWENTY YEARS	3	3.1	972	1.6
21 TWENTY-ONE YEARS	9	9.4	3611	5.8
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	1.0	320	0.5
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	29	30.2	13058	20.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	1	1.0	1376	2.2
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	1.0	184	0.3
18 EIGHTEEN YEARS	2	2.1	630	1.0
19 NINETEEN YEARS	9	9.4	3663	5.9
20 TWENTY YEARS	1	1.0	800	1.3
21 TWENTY-ONE YEARS	26	27.1	7198	11.5
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	2.1	359	0.6
25 TWENTY-FIVE YEARS	3	3.1	2435	3.9
26 TWENTY-SIX YEARS	13	13.5	5126	8.2
27 TWENTY-SEVEN YEARS	1	1.0	100	0.2
28 TWENTY-EIGHT YEARS	2	2.1	233	0.4
29 TWENTY-NINE YEARS	3	3.1	4640	7.4
30 THIRTY YEARS	-	-	-	-
TOTAL	5	3.1	532	0.9
TOTAL	96	100.0	62334	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

0 NO PROVISION	78	81.3	30365	48.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	1.0	1376	2.2
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	2.1	274	0.4
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	7	7.3	3796	6.1
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	6	6.3	26523	42.5
TOTAL	96	100.0	62334	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

0 NO PROVISION	91	94.8	61347	98.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	5	5.2	987	1.6
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 10-09 ANNUAL VACATION PAY

- 0 NO PROVISION
- 1 REGULAR PAY
- 2 PERCENTAGE OF YEARLY GROSS EARNINGS
- 3 1 OR 2, WHICHEVER IS GREATER
- 4 OTHER

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%
3	3.1	6111	9.8
12	12.5	7215	11.0
39	40.6	14544	23.3
41	42.7	34324	55.1
1	1.0	140	0.2
96	100.0	62334	100.0

TOTAL

FIELD 10-10 VACATION CARRY-OVER

- 0 NO PROVISION
- 1 WITH LIMITATIONS
- 2 WITHOUT LIMITATIONS
- 3 NOT ALLOWED
- 4 OTHER

56	58.3	48162	77.3
12	12.5	4022	6.5
1	1.0	125	0.2
26	27.1	9766	15.7
1	1.0	259	0.4
96	100.0	62334	100.0

TOTAL

FIELD 10-11 SPECIAL EXTENDED VACATIONS

- 0 NO PROVISION
- 1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR
- 2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE
- 3 OTHER

81	84.4	53105	85.2
1	1.0	100	0.2
10	10.4	8436	13.5
4	4.2	693	1.1
96	100.0	62334	100.0

TOTAL

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

- 0 NO PROVISION
- 1 ONE DAY
- 2 TWO DAYS
- 3 THREE DAYS
- 4 FOUR DAYS
- 5 FIVE DAYS
- 6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES
- 7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED
- 8 OTHER

8	8.3	7317	11.7
1	1.0	95	0.2
5	5.2	1105	1.8
55	57.3	46331	74.3
1	1.0	202	0.3
6	6.3	1270	2.0
18	18.8	5712	9.2
1	1.0	102	0.2
1	1.0	200	0.3
96	100.0	62334	100.0

TOTAL

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

- 0 NO PROVISION
- 1 PROVISION FOR FULL REGULAR PAY
- 2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)

13	13.5	8457	13.6
83	86.5	53877	86.4
-	-	-	-
96	100.0	62334	100.0

TOTAL

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

- 0 NO PROVISION
- 1 PAID LEAVE
- 2 UNPAID LEAVE
- 3 PAID OR UNPAID LEAVE -
DEPENDS ON CIRCUMSTANCES
- 4 OTHER

27	28.1	14166	22.7
51	53.1	39556	63.5
18	18.8	8612	13.8
-	-	-	-
96	100.0	62334	100.0

TOTAL

MANUFACTURING

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	96	100.0	62334	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

0 NO PROVISION	92	95.6	61463	98.6
1 ONE MONTHS' SERVICE	1	1.0	250	0.4
2 TWO TO SIX MONTHS' SERVICE	2	2.1	531	0.9
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	1	1.0	90	0.1
TOTAL	96	100.0	62334	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION
(BASIC LEAVE)

0 NO PROVISION	46	50.0	43041	69.0
1 17 WEEKS	1	1.0	88	0.1
2 18 WEEKS	13	13.5	5496	8.8
3 19 - 25 WEEKS	12	12.5	7416	11.9
4 26 WEEKS	4	4.2	429	0.7
5 27 - 52 WEEKS	8	8.3	2332	3.7
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	1.0	90	0.1
7 NOT SPECIFIED, CANNOT DETERMINE	5	5.2	1143	1.8
8 OTHER	4	4.2	2299	3.7
TOTAL	96	100.0	62334	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

0 NO PROVISION	90	93.8	60746	97.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	2	2.1	196	0.3
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	4	4.2	1392	2.2
TOTAL	96	100.0	62334	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

0 NO PROVISION	67	69.8	49403	79.3
1 SENIORITY RETAINED	7	7.3	2388	3.8
2 SENIORITY ACCUMULATED	17	17.7	8808	14.1
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	2	2.1	215	0.3
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	3	3.1	1520	2.4
TOTAL	96	100.0	62334	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

0 NO PROVISION	87	90.6	60101	96.4
1 NOT SPECIFIC	1	1.0	171	0.3
2 ONE DAY	2	2.1	270	0.4
3 TWO DAYS	4	4.2	1392	2.2
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	2	2.1	400	0.6
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 11-10 LEAVE - ADOPTION

- 0 NO PROVISION
- 1 PAID LEAVE
- 2 UNPAID LEAVE
- 3 OTHER

TOTAL

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%
92	95.8	61798	99.1
1	1.0	125	0.2
2	2.1	261	0.4
1	1.0	150	0.2
96	100.0	62334	100.0

FIELD 11-11 LEAVE: EDUCATION

- 0 NO PROVISION
- 1 LEAVE WITH FULL PAY
- 2 LEAVE WITH PARTIAL PAY
- 3 LEAVE WITHOUT PAY
- 4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY
- 5 OTHER

TOTAL

83	86.5	34796	55.8
1	1.0	250	0.4
-	-	-	-
10	10.4	26386	42.3
1	1.0	102	0.2
1	1.0	800	1.3
96	100.0	62334	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

- 0 NO PROVISION
- 1 ONE DAY
- 2 TWO DAYS
- 3 THREE DAYS
- 4 FOUR DAYS
- 5 FIVE DAYS
- 6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE
- 7 OTHER

TOTAL

94	97.9	61995	99.5
-	-	-	-
-	-	-	-
1	1.0	89	0.1
-	-	-	-
-	-	-	-
-	-	-	-
1	1.0	250	0.4
96	100.0	62334	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

- 0 NO PROVISION
- 1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS
- 2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)
- 3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS
- 4 MENTIONED BUT NOT SPECIFIED
- 5 OTHER

TOTAL

62	64.6	29390	47.1
8	8.3	2079	3.3
3	3.1	469	0.8
7	7.3	1206	1.9
3	3.1	786	1.3
13	13.5	28404	45.6
96	100.0	62334	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

- 0 NO PROVISION
- 1 PROVISION

TOTAL

27	28.1	14359	23.0
69	71.9	47975	77.0
96	100.0	62334	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

- 0 NO PROVISION
- 1 HEALTH AND WELFARE FUND
- 2 SERIES OF PLANS
- 3 OTHER

TOTAL

3	3.1	377	0.6
27	28.1	11568	18.6
66	68.8	50389	80.8
-	-	-	-
96	100.0	62334	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	35	36.5	18365	29.5
1 IMMEDIATELY ON BEING EMPLOYED	12	12.5	6554	10.5
2 ONE MONTH	6	6.3	1894	3.0
3 THREE MONTHS	4	4.2	921	1.5
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	30	31.3	30698	49.2
7 OTHER	9	9.4	3902	6.3
TOTAL	96	100.0	62334	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	74	77.1	51524	82.7
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	2	2.1	100	1.1
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	7	7.3	1367	2.2
6 75 CENTS - \$1.00 PER HOUR	1	1.0	600	1.0
7 MORE THAN \$1.00 PER HOUR	5	5.2	1913	3.1
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	2	2.1	250	0.4
9 OTHER	5	5.2	6000	9.6
TOTAL	96	100.0	62334	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	3	3.1	377	0.6
1 100% OF PREMIUM	61	63.5	46980	75.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.1	1114	1.8
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	110	0.2
5 50% OF PREMIUM	7	7.3	5596	9.0
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	4.2	2377	3.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	18	18.8	5760	9.3
10 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	15	15.6	5065	8.1
1 100% OF PREMIUM	51	53.1	42684	68.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.1	1114	1.8
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	110	0.2
5 50% OF PREMIUM	1	1.0	120	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	4.2	2377	3.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	21.9	10680	17.1
10 OTHER	1	1.0	184	0.3
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 12-06 TYPE OF PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	37	38.5	15183	24.4
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	5	5.2	1470	2.4
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	30	31.3	37938	60.9
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	23	24.0	7559	12.1
7 OTHER	1	1.0	184	0.3
TOTAL	96	100.0	62334	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	65	67.7	51015	81.8
1 ONE TO SIX DAYS	16	16.7	3553	5.7
2 SEVEN TO TWELVE DAYS	7	7.3	1980	3.2
3 THIRTEEN TO FIFTEEN DAYS	5	5.2	1480	2.4
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	1	1.0	1500	2.4
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	2	2.1	2800	4.5
TOTAL	96	100.0	62334	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	76	79.2	55280	88.7
1 30 DAYS OR LESS	15	15.6	6136	9.8
2 31 TO 90 DAYS	4	4.2	850	1.3
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	1.0	88	0.1
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	81	84.4	58384	93.7
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	6	6.3	2037	3.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	4	4.2	596	1.0
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	2.1	302	0.5
4 COMBINATION	1	1.0	125	0.2
5 OTHER	2	2.1	890	1.4
TOTAL	96	100.0	62334	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	26	27.1	11903	19.1
1 100% OF PREMIUM	51	53.1	44024	70.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.0	114	0.2
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	2.1	200	0.3
5 50% OF PREMIUM	2	2.1	400	0.6
6 LESS THAN 50% OF PREMIUM	1	1.0	180	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	8.3	4131	6.6
9 OTHER	5	5.2	1382	2.2
TOTAL	96	100.0	62334	100.0

MANUFACTURING

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	27	28.1	12023	19.3
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	1.0	567	0.9
3 20 WEEKS	30	31.3	12468	20.0
4 39 WEEKS	1	1.0	259	0.4
5 52 WEEKS	9	9.4	26612	42.7
6 VARIES ACCORDING TO LENGTH OF SERVICE	6	6.3	3225	5.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	14.6	5194	8.3
8 OTHER	8	8.3	1986	3.2
TOTAL	96	100.0	62334	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	26	27.1	11903	19.1
1 \$100 OR LESS	1	1.0	120	0.2
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	2	2.1	672	1.1
4 MORE THAN \$200 PER WEEK	26	27.1	34483	55.3
5 PERCENTAGE OF EARNINGS	25	26.0	9024	14.5
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	1.0	86	0.1
7 VARIES ACCORDING TO EARNINGS	7	7.3	2529	4.1
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	7	7.3	3333	5.3
9 OTHER	1	1.0	184	0.3
TOTAL	96	100.0	62334	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

0 NO PROVISION	64	66.7	25038	40.2
1 PROVISION	32	33.3	37296	59.8
TOTAL	96	100.0	62334	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

0 NO PROVISION	11	11.5	6013	9.6
1 100% OF PREMIUM	56	58.3	44605	71.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.0	114	0.2
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	110	0.2
5 50% OF PREMIUM	3	3.1	580	0.9
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	4.2	382	0.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	20.6	10530	16.9
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

0 NO PROVISION	10	10.4	5813	9.3
1 \$5,000 OR LESS	1	1.0	120	0.2
2 \$5,001 TO \$10,000	10	10.4	2213	3.6
3 \$10,001 TO \$15,000	5	5.2	1382	2.2
4 \$15,001 TO \$20,000	11	11.5	4292	6.9
5 MORE THAN \$20,000	22	22.9	29899	48.0
6 VARIES ACCORDING TO EARNINGS	14	14.6	7809	12.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	3.1	276	0.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	20.6	10530	16.9
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH
AND DISMEMBERMENT INSURANCE

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	29	30.2	15245	24.5
1 100% OF PREMIUM	41	42.7	35921	57.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.0	114	0.2
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	110	0.2
5 50% OF PREMIUM	1	1.0	120	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	4.2	794	1.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	19	19.8	10030	16.1
10 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND
DISMEMBERMENT INSURANCE

0 NO PROVISION	29	30.2	15245	24.5
1 \$5,000 OR LESS	1	1.0	113	0.2
2 \$5,001 TO \$10,000	7	7.3	866	1.4
3 \$10,001 TO \$15,000	2	2.1	272	0.4
4 \$15,001 TO \$20,000	10	10.4	4192	6.7
5 MORE THAN \$20,000	21	21.9	29809	47.8
6 VARIES ACCORDING TO EARNINGS	3	3.1	999	1.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	4.2	808	1.3
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	19	19.8	10030	16.4
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	14	14.6	4606	7.4
1 100% OF PREMIUM	53	55.2	44904	72.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.1	1095	1.8
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	110	0.2
5 50% OF PREMIUM	4	4.2	1081	1.7
6 FLAT AMOUNT	1	1.0	259	0.4
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.1	449	0.7
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	18	18.8	9830	15.8
9 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	14	14.6	4606	7.4
1 BASIC (A)	1	1.0	125	0.2
2 BASIC AND EXTENDED (A AND B)	23	24.0	7730	12.4
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	27	28.1	35424	56.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	12	12.5	4506	7.2
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	18	18.8	9830	15.8
7 OTHER	1	1.0	113	0.2
TOTAL	96	100.0	62334	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	38	39.6	38405	61.6
1 PROVISION	58	60.4	23929	38.4
TOTAL	96	100.0	62334	100.0

MANUFACTURING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	53	55.2	47632	76.4
1 UNION	22	22.9	7542	12.1
2 MANAGEMENT	9	9.4	3154	5.1
3 JOINT UNION MANAGEMENT ADMINISTRATION	6	6.3	2349	3.8
4 ADMINISTERED BY SEPARATE TRUSTEES	4	4.2	1392	2.2
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	2	2.1	265	0.4
TOTAL	96	100.0	62334	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	65	67.7	45275	72.6
1 PROVISION	31	32.3	17059	27.4
TOTAL	96	100.0	62334	100.0
<u>SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES</u>				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	8	8.3	31961	51.3
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	6	6.3	1141	1.8
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	31	32.3	6795	10.9
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	32	33.3	17119	27.5
4 BY UNION REPRESENTATIVE	10	10.4	3011	4.8
5 BY GRIEVANCE COMMITTEE	4	4.2	643	1.0
6 BY WRITTEN NOTICE	3	3.1	1351	2.2
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	1.0	213	0.3
8 OTHER	1	1.0	100	0.2
TOTAL	96	100.0	62334	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	31	32.3	39815	63.9
1 72 HOURS OR LESS	6	6.3	1267	2.0
2 FIVE DAYS	10	10.4	3076	4.9
3 ONE WEEK	4	4.2	1826	2.9
4 TEN DAYS	16	16.7	4426	7.1
5 TWO WEEKS	2	2.1	369	0.6
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	13	13.5	6063	9.7
8 TWO MONTHS	1	1.0	1250	2.0
9 VARIES BY TYPE OF GRIEVANCE	3	3.1	448	0.7
10 OTHER	10	10.4	3774	6.1
TOTAL	96	100.0	62334	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	60	62.5	47203	75.7
1 PROVISION	36	37.5	15131	24.3
TOTAL	96	100.0	62334	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	91	94.8	61214	98.2
1 PROVISION	5	5.2	1120	1.8
TOTAL	96	100.0	62334	100.0

MANUFACTURING

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	74	77.1	56354	90.4
1 PROVISION	22	22.9	5980	9.6
TOTAL	96	100.0	62334	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	77	80.2	53716	86.2
1 PROVISION	19	19.8	8618	13.8
TOTAL	96	100.0	62334	100.0

FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	4	4.2	29480	47.3
1 SINGLE ARBITRATOR	21	21.9	8680	13.9
2 PERMANENT UMPIRE (NAMED)	1	1.0	125	0.2
3 TRIPARTITE BOARD	49	51.0	17168	27.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	21	21.9	6881	11.0
6 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	79	82.3	58866	94.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	17	17.7	3468	5.6
TOTAL	96	100.0	62334	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	60	63.5	57017	91.5
1 PROVISION	16	16.7	5317	8.5
TOTAL	96	100.0	62334	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	24	25.0	11951	19.2
1 JOINT SAFETY COMMITTEE	70	72.9	50143	80.4
2 OTHER	2	2.1	240	0.4
TOTAL	96	100.0	62334	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	24	25.0	12071	19.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	42	43.8	12990	20.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	1.0	88	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.0	120	0.2
4 RIGHT TO UNDERTAKE INSPECTIONS	5	5.2	898	1.4
5 COMBINATION OF 2 AND 3	1	1.0	567	0.9
6 COMBINATION OF 2 AND 4	2	2.1	475	0.8
7 COMBINATION OF 2, 3 AND 4	17	17.7	33435	53.6
8 OTHER	3	3.1	1690	2.7
TOTAL	96	100.0	62334	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	27	28.1	13849	22.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	44	45.8	13345	21.4
2 PROVISION FOR PAY OF SAFETY COMMITTEE	25	26.0	35140	56.4
TOTAL	96	100.0	62334	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

0 NO PROVISION	21	21.9	6393	10.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	50	52.1	41036	65.8
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	6	6.3	8866	11.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	5	5.2	2454	3.9
4 OTHER	14	14.6	5565	9.0
TOTAL	96	100.0	62334	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

0 NO PROVISION	74	77.1	50110	80.4
1 PROVISION	22	22.9	12224	19.6
TOTAL	96	100.0	62334	100.0

FIELD 14-06 VIDEO DISPLAY TERMINALS

0 NO PROVISION	95	99.0	61834	99.2
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	1.0	500	0.8
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

0 NO PROVISION	91	94.8	61622	98.9
1 PROVISION	5	5.2	712	1.1
TOTAL	96	100.0	62334	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

0 NO PROVISION	67	69.8	24880	39.9
1 PROVISION	29	30.2	37454	60.1
TOTAL	96	100.0	62334	100.0

FIELD 15-02 SEXUAL HARASSMENT

0 NO PROVISION	92	95.8	61497	98.7
1 POLICY STATEMENT ONLY	1	1.0	100	0.2
2 POLICY AND/OR COMPLAINT PROCEDURE	3	3.1	737	1.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	96	100.0	62334	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

0 NO PROVISION	96	100.0	62334	100.0
1 PROVISION	-	-	-	-
TOTAL	96	100.0	62334	100.0

MANUFACTURING

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION
1 PROVISION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%
90	93.8	31504	50.5
6	6.3	30830	49.5
96	100.0	62334	100.0

TOTAL

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION
1 PROVISION

91	94.8	59983	96.2
5	5.2	2351	3.8
96	100.0	62334	100.0

TOTAL

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION
1 PROVISION

37	38.5	38981	62.5
59	61.5	23353	37.5
96	100.0	62334	100.0

TOTAL

FIELD 15-07 TOOL ALLOWANCE

0 NO PROVISION
1 PROVISION

41	42.7	17422	27.9
55	57.3	44912	72.1
96	100.0	62334	100.0

TOTAL

PART I: d CONSTRUCTION

(32 agreements covering 35,823 employees)



CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

0 SINGLE LOCAL - SINGLE EMPLOYER	3	9.4	640	1.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	24	75.0	22633	63.2
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	15.6	12550	35.0
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	5	15.6	735	2.1
2 200 - 499 EMPLOYEES	14	43.8	4286	12.0
3 500 - 999 EMPLOYEES	3	9.4	1800	5.0
4 1000 - 4999 EMPLOYEES	9	28.1	20000	55.8
5 5000 - 9,999 EMPLOYEES	1	3.1	9000	25.1
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	32	100.0	35823	100.0
1 FEDERAL	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 1-04 SECTOR

0 PRIVATE	32	100.0	35823	100.0
1 PUBLIC	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	30	93.8	35573	99.3
3 MORE THAN 2 YEARS, LESS THAN 3	2	6.3	250	0.7
4 3 YEARS	-	-	-	-
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	-	-	-	-
1 1ST HALF OF 1984	29	90.6	25623	72.1
2 2ND HALF OF 1984	-	-	-	-
3 1ST HALF OF 1985	3	9.4	10000	27.9
4 2ND HALF OF 1985	-	-	-	-
5 1ST HALF OF 1986	-	-	-	-
6 2ND HALF OF 1986	-	-	-	-
7 LATER THAN 1986	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 UKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	4	12.5	1440	4.0
4 VANCOUVER ISLAND	-	-	-	-
5 CENTRAL INTERIOR	1	3.1	150	0.4
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	26	81.3	32233	90.0
9 INTER-PROVINCIAL	1	3.1	2000	5.6
TOTAL	32	100.0	35823	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	15	46.9	28275	78.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	15	46.9	7058	19.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	2	6.3	490	1.4
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	11	34.4	16013	44.7
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	5	15.6	10760	30.0
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	-	-	-	-
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	1	3.1	100	0.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	15	46.9	8950	25.0
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	29	90.6	35085	97.9
2 UNION SHOP	2	6.3	588	1.6
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	1	3.1	150	0.4
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	31	96.9	35073	99.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	1	3.1	150	0.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES,
HANDLE HOT CARGUES, ETC.

	AGREEMENTS NO. %	EMPLOYEES NO. %
0 NO PROVISION	5 15.6	2490 7.0
1 CROSS PICKET LINES	2 6.3	500 1.4
2 HOT CARGUES	- -	- -
3 NON-UNION WORKERS	- -	- -
4 COMBINATION OF 1, 2, AND/OR 3	25 78.1	32833 91.7
5 OTHER	- -	- -
TOTAL	32 100.0	35823 100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	21 65.6	32625 91.1
1 UNION HIRING HALL	2 6.3	350 1.0
2 EMPLOYER (PLANT, BARGAINING UNIT)	4 12.5	1210 3.4
3 DEPARTMENT (BRANCH, DIVISION)	- -	- -
4 CRAFT (OCCUPATION)	- -	- -
5 EMPLOYER AND DEPARTMENT	2 6.3	490 1.4
6 EMPLOYER AND CRAFT	- -	- -
7 COMBINATION OF THE ABOVE	- -	- -
8 OTHER	3 9.4	1148 3.2
TOTAL	32 100.0	35823 100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	25 78.1	33875 94.6
1 ONE CALENDAR MONTH	- -	- -
2 TWO CALENDAR MONTHS	- -	- -
3 THREE CALENDAR MONTHS	1 3.1	300 0.8
4 SIX CALENDAR MONTHS	1 3.1	248 0.7
5 THIRTY WORKING DAYS	2 6.3	300 0.8
6 FORTY-FIVE WORKING DAYS	- -	- -
7 SIXTY WORKING DAYS	1 3.1	340 0.9
8 240 WORKING DAYS	- -	- -
9 OTHER	2 6.3	760 2.1
TOTAL	32 100.0	35823 100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	29 90.6	35033 97.8
1 STRAIGHT SENIORITY	- -	- -
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	1 3.1	300 0.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2 6.3	490 1.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	- -	- -
5 OTHER	- -	- -
TOTAL	32 100.0	35823 100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	24 75.0	33775 94.3
1 STRAIGHT SENIORITY	3 9.4	648 1.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3 9.4	910 2.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2 6.3	490 1.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	- -	- -
5 OTHER	- -	- -
TOTAL	32 100.0	35823 100.0

CONSTRUCTION

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	13	40.6	18048	50.4
1 LESS THAN 24 HOURS	14	43.8	16175	45.2
2 24 HOURS TO 48 HOURS	3	9.4	840	2.3
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	6.3	760	2.1
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	26	81.3	34123	95.3
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	12.5	1210	3.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	6.3	490	1.4
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	27	84.4	34273	95.7
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	2	6.3	450	1.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	3	9.4	1100	3.1
TOTAL	32	100.0	35823	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	26	81.3	34123	95.3
1 LESS THAN SIX MONTHS	1	3.1	150	0.4
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	-	-	-	-
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	6.3	500	1.4
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	9.4	1050	2.9
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	28	87.5	34573	96.5
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	1	3.1	150	0.4
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	3	9.4	1100	3.1
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	31	96.9	35663	99.0
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	-	-	-	-
3 SENIORITY RETAINED INDEFINITELY	1	3.1	160	0.4
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	20	62.5	13865	38.7
1 FOR UNION OFFICIALS	12	37.5	21958	61.3
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
<u>SECTION 4 - JOB OPPORTUNITY AND PROTECTION</u>				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	26	81.3	34123	95.3
1 PROVISION	6	18.8	1700	4.7
TOTAL	32	100.0	35823	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	27	84.4	31723	88.0
1 OLDER WORKERS	2	6.3	3100	8.7
2 DISABLED WORKERS	2	6.3	800	2.2
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	3.1	200	0.6
TOTAL	32	100.0	35823	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	31	96.9	35223	98.3
1 PROVISION	1	3.1	600	1.7
TOTAL	32	100.0	35823	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	7	21.9	2750	7.7
1 APPRENTICESHIP	22	68.8	27325	76.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	3	9.4	5748	16.0
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	12	37.5	8998	25.1
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	3.1	160	0.4
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	3	9.4	9900	27.6
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	3.1	1500	4.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	5	15.6	1375	3.8
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	6	18.8	5840	16.3
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	2	6.3	1250	3.5
7 NOT SPECIFIED	2	6.3	6800	19.0
TOTAL	32	100.0	35823	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	32	100.0	35823	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	23	71.9	24083	67.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	8	25.0	7240	20.2
3 RATE OF TEMPORARY JOB	1	3.1	4500	12.6
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	29	90.6	34985	97.7
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	3.1	250	0.7
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	6.3	588	1.6
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	28	87.5	34173	95.4
1 PROHIBITED	4	12.5	1650	4.6
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	29	90.6	30023	83.8
1 UNION-MANAGEMENT CONSULTATION ONLY	3	9.4	5800	16.2
2 ARBITRATION IF CONSULTATION FAILS	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	28	87.5	34935	97.5
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS	1	3.1	248	0.7
3 SIX MONTHS	2	6.3	490	1.4
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	3.1	150	0.4
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	28	87.5	34573	96.5
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	6.3	490	1.4
2 CONSULTATION - DETAILS UNSPECIFIED	2	6.3	760	2.1
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	29	90.6	35275	98.5
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	3	9.4	548	1.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	-	-	-	-
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	30	93.8	35425	98.9
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	1	3.1	248	0.7
3 TWO YEARS	1	3.1	150	0.4
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	29	90.6	35275	98.5
1 ONE WEEK'S PAY PER YEAR OF SERVICE	2	6.3	300	0.8
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	3.1	248	0.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	29	90.6	35275	98.5
1 LESS THAN 20 WEEKS' PAY	1	3.1	150	0.4
2 20 - 29 WEEKS' PAY	-	-	-	-
3 30 - 39 WEEKS' PAY	-	-	-	-
4 40 - 49 WEEKS' PAY	1	3.1	150	0.4
5 50 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	1	3.1	248	0.7
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	32	100.0	35823	100.0
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	27	84.4	34635	96.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	3	9.4	688	2.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	6.3	300	0.8
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	27	84.4	34635	96.7
1 COMPANY PROGRAM	1	3.1	248	0.7
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	3.1	150	0.4
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	3	9.4	790	2.2
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	32	100.0	35823	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	-	-	-	-
1 WAGE ADJUSTMENT EVERY SIX MONTHS	23	71.9	22133	61.6
2 WAGE ADJUSTMENT YEARLY	6	18.8	10890	30.4
3 IRREGULARLY SCHEDULED WAGE INCREASES	2	6.3	500	1.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	3.1	2300	6.4
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	32	100.0	35823	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	30	93.8	33333	98.6
1 SEVERANCE PAY PLAN	2	6.3	490	1.4
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	31	96.9	35483	99.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	1	3.1	340	0.9
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	30	93.8	35333	98.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	1	3.1	150	0.4
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	3.1	340	0.9
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	31	96.9	35483	99.1
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 32 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	1	3.1	340	0.9
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-08 COLA

0 NO PROVISION	30	93.8	35333	98.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	2	6.3	490	1.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	30	93.8	35333	98.0
1 AUTOMATIC MONTHLY ADJUSTMENT	1	3.1	150	0.4
2 AUTOMATIC QUARTERLY ADJUSTMENT	1	3.1	340	0.9
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	-	-
5 7 3/4 HOURS	33583	93.8
6 EIGHT HOURS	2238	6.2
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	35823	100.0

CONSTRUCTION

 AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	-	-
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	-	-
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	0	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	35823	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	-	-
TOTAL	35823	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	-	-
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	-	-
TOTAL	0	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	-	-
3 37 1/2 HOURS	33583	93.6
4 40 HOURS	2238	6.2
5 MORE THAN 40 HOURS	-	-
6 OTHER	-	-
TOTAL	35823	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	-	-
3 37 1/2 HOURS	-	-
4 40 HOURS	-	-
5 MORE THAN 40 HOURS	-	-
6 OTHER	-	-
TOTAL	0	100.0

CONSTRUCTION

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	32	100.0	35823	100.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	26	81.3	33213	92.7
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	6	18.8	2610	7.3
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	31	96.9	35223	98.3
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	3.1	600	1.7
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	3	9.4	950	2.7
1 TWO FOR A TOTAL OF 20 MINUTES	25	78.1	31373	87.8
2 TWO FOR A TOTAL OF 30 MINUTES	1	3.1	300	0.8
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	3	9.4	3200	8.9
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	30	93.8	35333	98.6
1 LESS THAN ONE DAY (24 HOURS)	1	3.1	150	0.4
2 ONE DAY (24 HOURS)	1	3.1	340	0.9
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	23	71.9	21623	60.4
1 PROVISION	9	28.1	14200	39.6
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	17	53.1	11173	31.2
1 PROVISION	15	46.9	24650	68.8
TOTAL	32	100.0	35823	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	32	100.0	35823	100.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

0 1 1/2 X	1	3.1	350	1.0
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	1	3.1	150	0.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	3.1	150	0.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	25	78.1	24973	69.7
7 OTHER	4	12.5	10200	28.5
TOTAL	32	100.0	35823	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

0 1 1/2 X	2	6.3	500	1.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	29	90.6	35123	98.0
7 OTHER	1	3.1	200	0.6
TOTAL	32	100.0	35823	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY
(FOR FIRST DAY NOT NORMALLY WORKED)

0 NO PROVISION	-	-	-	-
1 1 1/2 X	2	6.3	500	1.4
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	26	81.3	25123	70.1
7 OTHER	4	12.5	10200	28.5
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	-	-	-	-
1 1 1/2 X	1	3.1	350	1.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 3 X	31	96.9	35473	99.0
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	24	75.0	24473	68.3
1 PAY ONLY	4	12.5	10150	28.3
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	4	12.5	1200	3.3
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	28	87.5	30363	84.8
1 RIGHT TO REFUSE OVERTIME	4	12.5	5460	15.2
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	29	90.6	33583	93.7
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	3	9.4	2240	6.3
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	30	93.8	35083	97.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	1	3.1	340	0.9
8 OTHER	1	3.1	400	1.1
TOTAL	32	100.0	35823	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON
SUNDAY

0 NO PROVISION	31	96.9	35073	99.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	3.1	150	0.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	16	50.0	9125	25.5
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	8	25.0	21200	59.2
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	2	6.3	2350	6.6
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	2	6.3	760	2.1
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	2	6.3	640	1.8
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	2	6.3	1740	4.9
TOTAL	32	100.0	35823	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	8	25.0	2423	6.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	24	75.0	33400	93.2
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	6	18.8	1973	5.5
1 LESS THAN \$4.00	-	-	-	-
2 \$4.00 TO \$4.99	-	-	-	-
3 \$5.00 TO \$5.99	-	-	-	-
4 \$6.00 TO \$6.99	-	-	-	-
5 \$7.00 AND MORE	-	-	-	-
6 MEAL PROVIDED	24	75.0	33300	93.1
7 OTHER	2	6.3	490	1.4
TOTAL	32	100.0	35823	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME,
CALL-IN, ETC.

0 NO PROVISION	25	78.1	25425	71.0
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	2	6.3	2748	7.7
4 FLAT AMOUNT	1	3.1	300	0.8
5 OTHER	4	12.5	7350	20.5
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	27	84.4	31825	88.8
1 PROVISION	5	15.6	3998	11.2
TOTAL	32	100.0	35823	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	17	53.1	18310	51.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	2	6.3	440	1.2
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	4	12.5	1048	2.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	9	28.1	16025	44.7
TOTAL	32	100.0	35823	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	3	9.4	748	2.1
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	3.1	150	0.4
4 50 - 75 CENTS PER HOUR	1	3.1	150	0.4
5 MORE THAN 75 CENTS PER HOUR	1	3.1	1500	4.2
6 1/2 HOUR'S PAY PER SHIFT	3	9.4	1975	5.5
7 1 HOUR'S PAY PER SHIFT	18	56.3	29650	82.8
8 PERCENTAGE OF HOURLY WAGE RATE	1	3.1	300	0.8
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	4	12.5	1350	3.8
TOTAL	32	100.0	35823	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	5	15.6	1348	3.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	3.1	150	0.4
4 50 - 74 CENTS PER HOUR	-	-	-	-
5 75 - \$1.00 PER HOUR	1	3.1	150	0.4
6 MORE THAN \$1.00 PER HOUR	1	3.1	1500	4.2
7 1/2 HOUR'S PAY PER SHIFT	2	6.3	475	1.3
8 ONE HOUR'S PAY PER SHIFT	3	9.4	10850	30.3
9 TWO HOUR'S PAY PER SHIFT	13	40.6	19200	53.8
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	6	18.8	2150	6.0
TOTAL	32	100.0	35823	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	31	96.9	35423	98.9
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	3.1	400	1.1
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	21	65.6	21225	59.2
1 PROVISION	11	34.4	14598	40.8
TOTAL	32	100.0	35823	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0
<u>SECTION 9 - PAID HOLIDAYS</u>				
FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	3.1	1000	2.8
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	4	12.5	740	2.1
5 TWELVE DAYS	5	15.6	10760	30.0
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	21	65.6	21823	60.9
8 FIFTEEN DAYS	1	3.1	1500	4.2
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	27	84.4	34223	95.5
1 MINIMUM LENGTH OF SERVICE	1	3.1	600	1.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	1	3.1	350	1.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	1	3.1	150	0.4
7 OTHER	2	6.3	500	1.4
TOTAL	32	100.0	35823	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	29	90.6	34733	97.0
1 LESS THAN ONE MONTH	1	3.1	600	1.7
2 ONE MONTH	1	3.1	150	0.4
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	3.1	340	0.9
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	5	15.0	4348	12.1
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	1	3.1	150	0.4
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	26	81.3	31325	87.4
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	3	9.4	1590	4.4
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	29	90.6	34233	95.6
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	32	100.0	35823	100.0
1 ANOTHER PAID DAY OFF	-	-	-	-
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	32	100.0	35823	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	30	93.8	33463	93.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	6.3	2340	6.5
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	11	34.4	13973	39.0
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	15	46.9	16950	52.9
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	3	9.4	910	2.5
5 SIX WEEKS	-	-	-	-
6 SEVEN WEEKS	2	6.3	490	1.4
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	3.1	1500	4.2
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

0 NO PROVISION	6	18.8	1925	5.4
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	3	9.4	10000	27.9
3 TWO YEARS	3	9.4	910	2.5
4 THREE YEARS	2	6.3	490	1.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED. CANNOT DETERMINE	18	56.3	22495	62.8
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

0 NO PROVISION	27	84.4	34423	96.1
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	3.1	150	0.4
8 EIGHT YEARS	1	3.1	340	0.9
9 NINE YEARS	2	6.3	760	2.1
10 TEN YEARS	1	3.1	150	0.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

0 NO PROVISION	27	84.4	34423	96.1
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	2	0.3	300	0.8
17 SEVENTEEN YEARS	1	3.1	340	0.9
18 EIGHTEEN YEARS	2	0.3	760	2.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	30	93.8	35333	98.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	3.1	150	0.4
25 TWENTY-FIVE YEARS	1	3.1	340	0.9
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

0 NO PROVISION	30	93.8	35333	98.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	2	6.3	490	1.4
TOTAL	32	100.0	35823	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

0 NO PROVISION	32	100.0	35823	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 10-09 ANNUAL VACATION PAY

- 0 NO PROVISION
- 1 REGULAR PAY
- 2 PERCENTAGE OF YEARLY GROSS EARNINGS
- 3 1 OR 2, WHICHEVER IS GREATER
- 4 OTHER

AGREEMENTS NU.	%	EMPLOYEES NU.	%
4	12.5	10300	28.8
1	3.1	150	0.4
26	81.3	25223	70.4
1	3.1	150	0.4
-	-	-	-
32	100.0	35823	100.0

TOTAL

FIELD 10-10 VACATION CARRY-OVER

- 0 NO PROVISION
- 1 WITH LIMITATIONS
- 2 WITHOUT LIMITATIONS
- 3 NOT ALLOWED
- 4 OTHER

30	93.8	35333	98.6
-	-	-	-
-	-	-	-
2	6.3	490	1.4
-	-	-	-
32	100.0	35823	100.0

TOTAL

FIELD 10-11 SPECIAL EXTENDED VACATIONS

- 0 NO PROVISION
- 1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR
- 2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE
- 3 OTHER

32	100.0	35823	100.0
-	-	-	-
-	-	-	-
-	-	-	-
32	100.0	35823	100.0

TOTAL

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

- 0 NO PROVISION
- 1 ONE DAY
- 2 TWO DAYS
- 3 THREE DAYS
- 4 FOUR DAYS
- 5 FIVE DAYS
- 6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES
- 7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED
- 8 OTHER

21	65.6	25475	71.1
3	9.4	8300	23.2
-	-	-	-
6	18.8	1460	4.1
-	-	-	-
1	3.1	246	0.7
-	-	-	-
-	-	-	-
1	3.1	340	0.9
32	100.0	35823	100.0

TOTAL

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

- 0 NO PROVISION
- 1 PROVISION FOR FULL REGULAR PAY
- 2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)

25	78.1	34075	95.1
7	21.9	1748	4.9
-	-	-	-
32	100.0	35823	100.0

TOTAL

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

- 0 NO PROVISION
- 1 PAID LEAVE
- 2 UNPAID LEAVE
- 3 PAID OR UNPAID LEAVE -
DEPENDS ON CIRCUMSTANCES
- 4 OTHER

22	68.8	28265	78.9
-	-	-	-
6	18.8	6150	17.2
4	12.5	1408	3.9
-	-	-	-
32	100.0	35823	100.0

TOTAL

CONSTRUCTION

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	32	100.0	35823	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION
(BASIC LEAVE)

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	31	96.9	35673	99.6
1 17 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	1	3.1	150	0.4
TOTAL	32	100.0	35823	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	32	100.0	35823	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	31	96.9	35673	99.6
1 SENIORITY RETAINED	-	-	-	-
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	1	3.1	150	0.4
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	32	100.0	35823	100.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	32	100.0	35823	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	29	90.6	34913	97.5
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	3	9.4	910	2.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	32	100.0	35823	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	31	96.9	35673	99.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	3.1	150	0.4
TOTAL	32	100.0	35823	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	25	78.1	25025	69.9
1 PROVISION	7	21.9	10798	30.1
TOTAL	32	100.0	35823	100.0
<u>SECTION 12 - HEALTH AND WELFARE PROVISIONS</u>				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	31	96.9	35673	99.0
2 SERIES OF PLANS	1	3.1	150	0.4
3 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	50.0	24025	67.1
1 IMMEDIATELY ON BEING EMPLOYED	14	43.8	11400	31.8
2 ONE MONTH	1	3.1	150	0.4
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	1	3.1	248	0.7
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	1	3.1	150	0.4
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	2	6.3	648	1.8
5 50 - 74 CENTS PER HOUR	10	31.3	10540	29.4
6 75 CENTS - \$1.00 PER HOUR	11	34.4	8425	23.5
7 MORE THAN \$1.00 PER HOUR	2	6.3	11000	30.7
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	3	9.4	1760	4.9
9 OTHER	3	9.4	3300	9.2
TOTAL	32	100.0	35823	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
10 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
10 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	31	96.9	35673	99.6
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (L.G.\$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	1	3.1	150	0.4
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	32	100.0	35823	100.0
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	32	100.0	35823	100.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	32	100.0	35823	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	29	90.6	30873	86.2
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	6.3	4500	12.4
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	29	90.6	30873	86.2
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	-	-	-	-
5 52 WEEKS	1	3.1	150	0.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	6.3	4800	13.4
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	29	90.6	30873	86.2
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	1	3.1	150	0.4
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	6.3	4800	13.4
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	30	93.8	35333	98.6
1 PROVISION	2	6.3	490	1.4
TOTAL	32	100.0	35823	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	-	-	-	-
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	1	3.1	150	0.4
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
10 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND
DISEMBERMENT INSURANCE

0 NO PROVISION	-	-	-	-
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	1	3.1	150	0.4
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	1	3.1	150	0.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
9 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	1	3.1	150	0.4
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	31	96.9	35673	99.6
7 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	5	15.6	2425	6.8
1 PROVISION	27	84.4	33398	93.2
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	7	21.9	4200	11.7
1 UNION	12	37.5	15850	44.2
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	12	37.5	12273	34.3
4 ADMINISTERED BY SEPARATE TRUSTEES	1	3.1	3500	9.8
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	30	93.8	35235	98.4
1 PROVISION	2	6.3	588	1.6
TOTAL	32	100.0	35823	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	3	9.4	3048	8.5
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	3.1	150	0.4
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	3	9.4	1125	3.1
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	6	18.8	4360	12.2
4 BY UNION REPRESENTATIVE	13	40.6	24340	67.9
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	6	18.8	2800	7.8
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	8	25.0	5308	14.8
1 72 HOURS OR LESS	3	9.4	1500	4.2
2 FIVE DAYS	-	-	-	-
3 ONE WEEK	3	9.4	350	2.4
4 TEN DAYS	1	3.1	600	1.7
5 TWO WEEKS	1	3.1	150	0.4
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	13	40.6	25325	70.7
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	3.1	250	0.7
10 OTHER	2	6.3	1840	5.1
TOTAL	32	100.0	35823	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	29	90.6	26423	73.8
1 PROVISION	3	9.4	9400	26.2
TOTAL	32	100.0	35823	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

CONSTRUCTION

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 13-07 ARBITRATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 AS REQUIRED BY LEGISLATION	1	3.1	248	0.7
1 SINGLE ARBITRATOR	2	6.3	325	0.9
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	28	87.5	33250	92.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	1	3.1	2000	5.6
6 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NOT PROHIBITED (OR NO MENTION)	31	96.9	35575	99.3
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	3.1	248	0.7
TOTAL	32	100.0	35823	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	2	6.3	648	1.8
1 JOINT SAFETY COMMITTEE	26	81.3	23675	66.1
2 OTHER	4	12.5	11500	32.1
TOTAL	32	100.0	35823	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO SAFETY COMMITTEE PROVISION	2	6.3	648	1.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	21	65.6	11600	32.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	3.1	150	0.4
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	8	25.0	23425	65.4
TOTAL	32	100.0	35823	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	3	9.4	4148	11.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	26	81.3	30765	85.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	3	9.4	910	2.5
TOTAL	32	100.0	35823	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	12	37.5	5133	14.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	15	46.9	29690	82.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	3.1	100	0.3
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	1	3.1	250	0.7
4 OTHER	3	9.4	650	1.8
TOTAL	32	100.0	35823	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	12	37.5	8840	24.7
1 PROVISION	20	62.5	26983	75.3
TOTAL	32	100.0	35823	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	32	100.0	35823	100.0
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-
TOTAL	32	100.0	35823	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	15	46.9	24838	69.3
1 PROVISION	17	53.1	10985	30.7
TOTAL	32	100.0	35823	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	31	96.9	26323	74.9
1 POLICY STATEMENT ONLY	1	3.1	9000	25.1
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	32	100.0	35823	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	32	100.0	35823	100.0
1 PROVISION	-	-	-	-

CONSTRUCTION

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION
1 PROVISION

AGREEMENTS
NO. %

EMPLOYEES
NO. %

32 100.0 35823 100.0

TOTAL

32 100.0 35823 100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION
1 PROVISION

31 96.9 35723 99.7
1 3.1 100 0.3

TOTAL

32 100.0 35823 100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION
1 PROVISION

16 50.0 18185 50.8
16 50.0 17638 49.2

TOTAL

32 100.0 35823 100.0

FIELD 15-07 TOOL ALLOWANCE

0 NO PROVISION
1 PROVISION

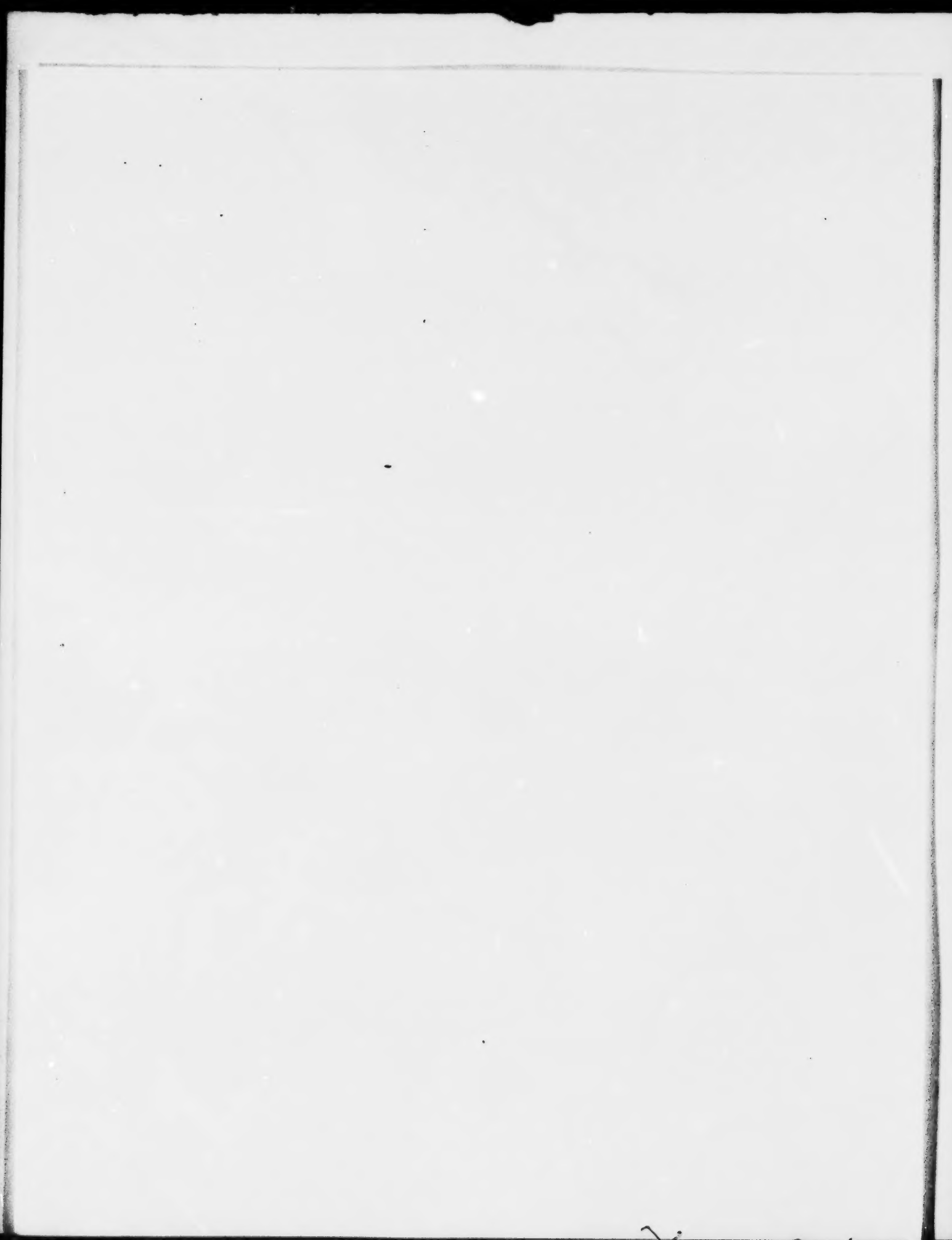
6 18.8 8200 22.9
26 81.3 27623 77.1

TOTAL

32 100.0 35823 100.0

PART I: e TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

(26 agreements covering 31,300 employees)



AGREEMENTS
NO. %

 EMPLOYEES
NO. %
SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

0 SINGLE LOCAL - SINGLE EMPLOYER	18	69.2	19073	60.9
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	23.1	7127	22.8
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	3.8	3500	11.2
4 MULTI-UNION AND SINGLE EMPLOYER	1	3.8	1600	5.1
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	2	7.7	160	0.5
1 100 - 199 EMPLOYEES	10	38.5	1287	4.1
2 200 - 499 EMPLOYEES	4	15.4	1528	4.9
3 500 - 999 EMPLOYEES	3	11.5	1986	6.3
4 1000 - 4999 EMPLOYEES	6	23.1	15339	49.0
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	3.8	11000	35.1
TOTAL	26	100.0	31300	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	10	38.5	6559	21.0
1 FEDERAL	16	61.5	24741	79.0
TOTAL	26	100.0	31300	100.0

FIELD 1-04 SECTOR

0 PRIVATE	19	73.1	25846	82.6
1 PUBLIC	7	26.9	5454	17.4
TOTAL	26	100.0	31300	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	1	3.8	1200	3.8
1 MORE THAN 1 YEAR, LESS THAN 2	1	3.8	11000	35.1
2 2 YEARS	13	50.0	9786	31.3
3 MORE THAN 2 YEARS, LESS THAN 3	3	11.5	608	1.9
4 3 YEARS	6	23.1	3606	11.5
5 MORE THAN 3 YEARS	2	7.7	5100	16.3
6 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	2	7.7	1700	5.4
1 1ST HALF OF 1984	6	23.1	2492	8.0
2 2ND HALF OF 1984	10	38.5	23714	75.8
3 1ST HALF OF 1985	6	23.1	1125	3.6
4 2ND HALF OF 1985	-	-	-	-
5 1ST HALF OF 1986	1	3.8	100	0.3
6 2ND HALF OF 1986	1	3.8	2169	6.9
7 LATER THAN 1986	-	-	-	-
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	11	42.3	10901	34.8
4 VANCOUVER ISLAND	1	3.8	110	0.4
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	7	26.9	17173	54.9
9 INTER-PROVINCIAL	7	26.9	3116	10.0
TOTAL	26	100.0	31300	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	12	46.2	21507	68.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	23.1	4877	15.6
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	2	7.7	622	2.0
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	6	23.1	4294	13.7
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	13	50.0	9714	31.0
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	1	3.8	270	0.9
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	1	3.8	148	0.5
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	11.5	16669	53.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	3.8	110	0.4
6 OTHER	7	26.9	4389	14.0
TOTAL	26	100.0	31300	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	7	26.9	4525	14.5
1 CLOSED SHOP	4	15.4	8690	27.8
2 UNION SHOP	5	19.2	11084	37.3
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	15.4	2901	9.3
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	2	7.7	3070	9.8
6 OTHER	4	15.4	430	1.4
TOTAL	26	100.0	31300	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	2	7.7	2343	7.5
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	9	34.6	20374	65.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	6	23.1	3902	12.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	9	34.6	4681	15.0
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HUT CARGOES, ETC.				
0 NO PROVISION	12	46.2	13326	42.6
1 CROSS PICKET LINES	11	42.3	17575	56.2
2 HUT CARGOES	1	3.8	155	0.5
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	2	7.7	244	0.8
5 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	3	11.5	6690	21.4
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	12	46.2	3653	11.7
3 DEPARTMENT (BRANCH, DIVISION)	1	3.8	3500	11.2
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	4	15.4	11300	36.1
6 EMPLOYER AND CRAFT	1	3.8	1870	6.0
7 COMBINATION OF THE ABOVE	4	15.4	3087	9.9
8 OTHER	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	3	11.5	6700	21.4
1 ONE CALENDAR MONTH	2	7.7	3644	11.6
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	8	30.8	12355	39.5
4 SIX CALENDAR MONTHS	5	19.2	3769	12.0
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	1	3.8	130	0.4
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	7	26.9	4702	15.0
TOTAL	26	100.0	31300	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	7	26.9	7198	23.0
1 STRAIGHT SENIORITY	2	7.7	1470	4.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	11	42.3	19156	61.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	11.5	2439	7.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	11.5	1037	3.3
5 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	4	15.4	7473	23.9
1 STRAIGHT SENIORITY	5	19.2	3382	10.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	14	53.8	19740	63.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	7.7	557	1.8
5 OTHER	1	3.8	148	0.5
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	14	53.8	15141	48.4
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	7.7	491	1.6
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	7.7	1486	4.7
6 ONE MONTH	3	11.5	713	2.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	7.7	2269	7.2
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	3	11.5	11200	35.8
TOTAL	26	100.0	31300	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	3	11.5	6730	21.5
1 STRAIGHT SENIORITY	4	15.4	763	2.5
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	13	50.0	21729	69.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	11.5	1057	3.4
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	3	11.5	1001	3.2
TOTAL	26	100.0	31300	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	10	38.5	8263	26.4
1 FAILURE TO REPORT WHEN NOTIFIED	3	11.5	1770	5.7
2 AFTER A SPECIFIED PERIOD OFF WORK	2	7.7	5669	18.1
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	11	42.3	15598	49.8
TOTAL	26	100.0	31300	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	8	30.8	7760	24.8
1 LESS THAN SIX MONTHS	1	3.8	467	1.5
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	6	23.1	2708	8.7
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	3	7.7	2339	7.5
6 MORE THAN TWENTY-FOUR MONTHS	3	11.5	1934	6.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	7.7	3644	11.6
8 NOT SPECIFIED OR INDEFINITE	2	7.7	1348	4.3
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	2	7.7	11100	35.5
TOTAL	26	100.0	31300	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	22	84.6	28139	89.9
1 UP TO 1 YEAR	1	3.8	1870	6.0
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	2	7.7	1191	3.8
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	3.8	100	0.3
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	16	61.5	25445	81.3
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	7	26.9	5155	16.5
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	3	11.5	700	2.2
TOTAL	26	100.0	31300	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	24	92.3	19833	63.4
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	7.7	11467	36.6
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	6	23.1	8011	25.6
1 PROVISION	20	76.9	23289	74.4
TOTAL	26	100.0	31300	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	20	76.9	24843	79.4
1 OLDER WORKERS	1	3.8	1870	6.0
2 DISABLED WORKERS	3	11.5	3987	12.7
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	7.7	600	1.9
TOTAL	26	100.0	31300	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	23	88.5	30114	96.2
1 PROVISION	3	11.5	1186	3.8
TOTAL	26	100.0	31300	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	9	34.6	6968	22.3
1 APPRENTICESHIP	5	19.2	2633	8.4
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	5	19.2	7158	22.9
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	7.7	11110	35.5
4 1 AND 2	1	3.8	100	0.3
5 1 AND 3	-	-	-	-
6 2 AND 3	2	7.7	1191	3.8
7 1, 2 AND 3	1	3.8	270	0.9
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	3.8	1870	6.0
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	19	73.1	16327	52.2
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	3	11.5	460	1.5
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	3.8	144	0.5
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	3.8	11000	35.1
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	2	7.7	3369	10.8
TOTAL	26	100.0	31300	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	25	96.2	30100	96.2
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	12	46.2	10913	34.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	12	46.2	20122	64.3
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	7.7	265	0.8
TOTAL	26	100.0	31300	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	20	76.9	25898	82.7
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	11.5	3744	12.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	3.8	743	2.4
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	2	7.7	915	2.9
TOTAL	26	100.0	31300	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	19	73.1	26673	85.2
1 PROHIBITED	3	11.5	4118	13.2
2 PERMITTED - WITH RESTRICTIONS	4	15.4	509	1.6
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	19	73.1	17280	55.2
1 UNION-MANAGEMENT CONSULTATION ONLY	5	19.2	851	2.7
2 ARBITRATION IF CONSULTATION FAILS	2	7.7	13169	42.1
3 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %
SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	14	53.8	10919	34.9
1 LESS THAN THREE MONTHS	3	11.5	14648	46.8
2 THREE MONTHS	4	15.4	3998	12.8
3 SIX MONTHS	3	11.5	435	1.4
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	3.8	1200	3.8
6 OTHER	1	3.8	100	0.3
TOTAL	26	100.0	31300	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	19	73.1	13844	44.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	7.7	11170	35.7
2 CONSULTATION - DETAILS UNSPECIFIED	5	19.2	6286	20.1
3 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	23	88.5	29257	93.5
1 PROVISION	3	11.5	2043	6.5
TOTAL	26	100.0	31300	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	15	57.7	16594	53.0
1 STRAIGHT LAYOFF	1	3.8	148	0.5
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	3	11.5	1256	4.0
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	3.8	467	1.5
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	1	3.8	155	0.5
5 COMBINATION	4	15.4	1680	5.4
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	1	3.8	11000	35.1
TOTAL	26	100.0	31300	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	23	88.5	30114	96.2
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	2	7.7	443	1.4
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	3.8	743	2.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	20	76.9	28474	91.0
1 ONE WEEK'S PAY PER YEAR OF SERVICE	3	11.5	540	1.7
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	3	11.5	2286	7.3
TOTAL	26	100.0	31300	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	21	80.8	28744	91.8
1 LESS THAN 20 WEEKS' PAY	1	3.8	100	0.3
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	1	3.8	170	0.5
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEKS' PAY OR MORE	-	-	-	-
6 NO MAXIMUM	2	7.7	1086	3.5
7 OTHER	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	23	88.5	18930	60.5
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	3.8	1200	3.8
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	2	7.7	11170	35.7
TOTAL	26	100.0	31300	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	14	53.8	6502	20.8
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	5	19.2	6257	20.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	5	19.2	18286	58.4
6 OTHER	2	7.7	255	0.8
TOTAL	26	100.0	31300	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	16	61.5	7857	25.1
1 COMPANY PROGRAM	2	7.7	270	0.9
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	3.8	3500	11.2
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	6	23.1	8673	27.7
5 OTHER	1	3.8	11000	35.1
TOTAL	26	100.0	31300	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	26	100.0	31300	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	24	92.3	29357	93.6
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	2	7.7	1943	6.2
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	4	15.4	1930	6.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	3.8	144	0.5
2 WAGE ADJUSTMENT YEARLY	12	46.2	11098	35.5
3 IRREGULARLY SCHEDULED WAGE INCREASES	7	26.9	16758	53.5
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	2	7.7	1370	4.4
TOTAL	26	100.0	31300	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	23	88.5	29782	95.2
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	3.8	148	0.5
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	3.8	170	0.5
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	16	61.5	24119	77.1
1 SEVERANCE PAY PLAN	7	26.9	6468	20.7
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	3.8	110	0.4
5 OTHER	2	7.7	603	1.9
TOTAL	26	100.0	31300	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	26	100.0	31300	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	18	69.2	23284	74.4
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	6	23.1	6073	19.4
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	3.8	743	2.4
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	17	65.4	23184	74.1
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	7.7	2370	7.6
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	7.7	443	1.4
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	5	19.2	5303	16.9
TOTAL	26	100.0	31300	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	17	65.4	23184	74.1
1 LESS THAN 20 WEEKS' PAY	1	3.8	100	0.3
2 20 WEEKS' PAY	3	11.5	2713	8.7
3 21 - 25 WEEKS' PAY	1	3.8	2169	6.9
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	1	3.8	743	2.4
7 OTHER	3	11.5	2391	7.6
TOTAL	26	100.0	31300	100.0

FIELD 6-08 COLA

0 NO PROVISION	24	92.3	29430	94.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	2	7.7	1870	6.0
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	24	92.3	29430	94.0
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	1	3.8	1600	5.1
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	3.8	270	0.9
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	1700	6.4
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	-	-
5 7 3/4 HOURS	9794	30.6
6 EIGHT HOURS	11737	43.9
7 MORE THAN EIGHT HOURS	100	0.4
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	3397	12.7
TOTAL	26728	100.0

AGREEMENTS
NO. %

EMPLOYEES
NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	193	4.2
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	4294	93.9
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	85	1.9
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	4572	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	7100	26.6
1 THREE DAYS	-	-
2 FOUR DAYS	100	0.4
3 FIVE DAYS	16131	60.4
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	3397	12.7
TOTAL	26728	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	4572	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	-	-
TOTAL	4572	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	1700	6.4
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	-	-
3 37 1/2 HOURS	9794	36.0
4 40 HOURS	11837	44.3
5 MORE THAN 40 HOURS	-	-
6 OTHER	3397	12.7
TOTAL	26728	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	193	4.2
3 37 1/2 HOURS	4294	93.9
4 40 HOURS	85	1.9
5 MORE THAN 40 HOURS	-	-
6 OTHER	-	-
TOTAL	4572	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 7-07 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	3	11.5	7100	22.7
1 TWO DAYS (CONSECUTIVE)	14	53.8	16773	60.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	1	3.8	100	0.3
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	11.5	3636	12.3
7 OTHER	5	19.2	1491	4.8
TOTAL	26	100.0	31300	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	19	73.1	23919	76.4
1 THREE HOURS' PAY	1	3.8	1200	3.8
2 FOUR HOURS' PAY	4	15.4	5570	17.8
3 FULL SHIFT'S PAY	2	7.7	611	2.0
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	23	88.5	29489	94.2
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	3	11.5	1811	5.8
3 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	15	57.7	11279	36.0
1 TWO FOR A TOTAL OF 20 MINUTES	1	3.8	1870	6.0
2 TWO FOR A TOTAL OF 30 MINUTES	9	34.6	17408	55.6
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	3.8	743	2.4
6 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	10	38.5	23132	73.9
1 LESS THAN ONE DAY (24 HOURS)	3	11.5	535	1.7
2 ONE DAY (24 HOURS)	1	3.8	100	0.3
3 MORE THAN ONE DAY LESS THAN THREE	2	7.7	200	0.6
4 THREE DAYS TO LESS THAN SEVEN	5	19.2	3556	11.4
5 SEVEN TO FOURTEEN DAYS	2	7.7	2259	7.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	3.8	148	0.5
8 OTHER	2	7.7	1370	4.4
TOTAL	26	100.0	31300	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	24	92.3	30467	97.4
1 PROVISION	2	7.7	813	2.6
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	24	92.3	27931	89.2
1 PROVISION	2	7.7	3369	10.8
TOTAL	26	100.0	31300	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	25	96.2	30557	97.6
1 PROVISION	1	3.8	743	2.4
TOTAL	26	100.0	31300	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	21	80.8	27618	88.2
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	3.8	100	0.3
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	3.8	743	2.4
6 OTHER	3	11.5	2839	9.1
TOTAL	26	100.0	31300	100.0

SECTION 8 - OVERTIME AND PREM. PM. PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	6	23.1	3615	11.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	3.8	5000	16.0
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	26.9	17700	56.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	11.5	765	2.4
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	6	23.1	2899	9.3
7 OTHER	3	11.5	1321	4.2
TOTAL	26	100.0	31300	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	12	46.2	10715	34.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	3.8	5000	16.0
2 1 1/2 X FOR TWO HOURS, THEN 2 X	2	7.7	11100	35.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	7.7	265	0.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	6	23.1	2899	9.3
7 OTHER	3	11.5	1321	4.2
TOTAL	26	100.0	31300	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	6	23.1	3883	12.4
1 1 1/2 X	4	15.4	855	2.7
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	3.8	5000	16.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	3.8	3500	11.2
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	3.8	100	0.3
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	9	34.6	14558	46.5
7 OTHER	4	15.4	3404	10.9
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	6	23.1	3883	12.4
1 1 1/2 X	3	11.5	5200	16.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	13	50.0	20216	64.6
6 3 X	1	3.8	467	1.5
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	3	11.5	1534	4.9
TOTAL	26	100.0	31300	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	10	38.5	11811	37.7
1 PAY ONLY	8	30.8	2599	8.3
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	8	30.8	16890	54.0
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	15	57.7	22188	70.9
1 RIGHT TO REFUSE OVERTIME	7	26.9	7499	24.0
2 NO RIGHT TO REFUSE	1	3.8	1200	3.8
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	7.7	265	0.8
4 OTHER	1	3.8	148	0.5
TOTAL	26	100.0	31300	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	15	57.7	12603	40.3
1 BASED ON SENIORITY	6	23.1	4940	15.8
2 SHARED AMONG ALL EMPLOYEES	5	19.2	13757	44.0
3 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	22	84.6	30315	96.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	1	3.8	148	0.5
2 1 1/2 X	1	3.8	467	1.5
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	3.8	100	0.3
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	3.8	270	0.9
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	22	84.6	19585	62.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	1	3.8	148	0.5
2 1 1/2 X	1	3.8	11000	35.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	3.8	467	1.5
6 FLAT AMOUNT PER HOUR OR PER DAY	1	3.8	100	0.3
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	15	57.7	12578	40.2
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	3.8	1200	3.8
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	2	7.7	3600	11.5
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	7.7	2239	7.2
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	2	7.7	303	1.0
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.8	110	0.4
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.8	170	0.5
12 OTHER	2	7.7	11100	35.5
TOTAL	26	100.0	31300	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	12	46.2	5205	16.6
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	9	34.6	25360	81.0
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	5	19.2	735	2.3
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	10	38.5	8273	26.4
1 LESS THAN \$4.00	-	-	-	-
2 \$4.00 TO \$4.99	1	3.8	144	0.5
3 \$5.00 TO \$5.99	1	3.8	155	0.5
4 \$6.00 TO \$6.99	3	11.5	1001	3.2
5 \$7.00 AND MORE	3	11.5	907	2.9
6 MEAL PROVIDED	3	11.5	6330	20.2
7 OTHER	5	19.2	14490	46.3
TOTAL	26	100.0	31300	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	23	88.5	27801	88.8
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	1	3.8	2169	6.9
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	7.7	1330	4.2
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

FIELD 8-14 STAND-BY PAY

0 NO PROVISION
1 PROVISION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%
21	80.8	17943	57.3
5	19.2	13357	42.7
26	100.0	31300	100.0

TOTAL

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION
1 MULTIPLE RATE
(1.E. 1 1/4 X, 1 1/2 X, OR 2 X)
2 FLAT AMOUNT PER HOUR IN ADDITION TO
REGULAR WAGES
3 PERCENTAGE OF REGULAR RATE
4 REDUCED SHIFT
5 OTHER

19	73.1	12496	39.9
3	11.5	535	1.7
3	11.5	7269	23.2
-	-	-	-
-	-	-	-
1	3.8	11000	35.1
26	100.0	31300	100.0

TOTAL

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 1/2 HOUR'S PAY PER SHIFT
7 1 HOUR'S PAY PER SHIFT
8 PERCENTAGE OF HOURLY WAGE RATE
9 FLAT AMOUNT PER SHIFT
10 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
11 OTHER

7	26.9	2856	9.1
1	3.8	130	0.4
1	3.8	1600	5.1
6	23.1	3656	11.7
3	11.5	2417	7.7
2	7.7	314	1.0
2	7.7	360	1.2
1	3.8	3500	11.2
-	-	-	-
1	3.8	11000	35.1
-	-	-	-
2	7.7	5467	17.5
26	100.0	31300	100.0

TOTAL

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 74 CENTS PER HOUR
5 75 - \$1.00 PER HOUR
6 MORE THAN \$1.00 PER HOUR
7 1/2 HOUR'S PAY PER SHIFT
8 ONE HOUR'S PAY PER SHIFT
9 TWO HOUR'S PAY PER SHIFT
10 PERCENTAGE OF HOURLY WAGE RATE
11 FLAT AMOUNT PER SHIFT
12 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
13 OTHER

7	26.9	3328	10.6
-	-	-	-
-	-	-	-
8	30.8	5386	17.2
1	3.8	100	0.3
1	3.8	2169	6.9
5	19.2	727	2.3
-	-	-	-
2	7.7	3590	11.5
-	-	-	-
1	3.8	11000	35.1
-	-	-	-
1	3.8	5000	16.0
26	100.0	31300	100.0

TOTAL

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION
1 LESS THAN 20 CENTS
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 ONE HOUR'S PAY PER SHIFT
7 FLAT AMOUNT PER SHIFT
8 SPLIT SHIFT PROHIBITED
9 OTHER

24	92.3	28987	92.6
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-
2	7.7	2313	7.4
-	-	-	-
26	100.0	31300	100.0

TOTAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	15	57.7	14139	45.2
1 PROVISION	11	42.3	17161	54.8
TOTAL	26	100.0	31300	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	23	88.5	24868	79.5
1 PROVISION	3	11.5	6412	20.5
TOTAL	26	100.0	31300	100.0

SECTION 2 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	1	3.8	100	0.3
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	3	11.5	3744	12.0
4 ELEVEN DAYS	18	69.2	25905	82.8
5 TWELVE DAYS	2	7.7	1191	3.8
6 THIRTEEN DAYS	1	3.8	90	0.3
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	3.8	270	0.9
TOTAL	26	100.0	31300	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	12	46.2	14269	45.6
1 MINIMUM LENGTH OF SERVICE	4	15.4	11314	36.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	2	7.7	440	1.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	2	7.7	1300	4.2
7 OTHER	6	23.1	3977	12.7
TOTAL	26	100.0	31300	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	17	65.4	17665	56.4
1 LESS THAN ONE MONTH	2	7.7	11148	35.6
2 ONE MONTH	4	15.4	1544	4.9
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	2	7.7	843	2.7
6 OTHER	1	3.8	100	0.3
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	5	19.2	3421	10.9
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	30.8	13126	41.9
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	9	34.6	9841	31.4
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	4	15.4	4912	15.7
TOTAL	26	100.0	31300	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	7	26.9	3251	10.4
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	15	57.7	26484	84.6
2 AN EXTRA DAY'S PAY	1	3.8	1200	3.8
3 1 OR 2	3	11.5	365	1.2
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	13	50.0	14466	46.2
1 ANOTHER PAID DAY OFF	11	42.3	4634	14.8
2 ANOTHER DAY'S PAY	1	3.8	1200	3.8
3 1 OR 2	1	3.8	11000	35.1
4 NOT GRANTED	-	-	-	-
TOTAL	26	100.0	31300	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	9	34.6	6745	21.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	15	57.7	19455	62.2
4 OTHER	2	7.7	5100	16.3
TOTAL	26	100.0	31300	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	3	11.5	5538	17.7
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	1	3.8	100	0.3
4 FIVE WEEKS	8	30.8	5664	18.1
5 SIX WEEKS	13	50.0	19531	62.4
6 SEVEN WEEKS	-	-	-	-
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	3.8	467	1.5
TOTAL	26	100.0	31300	100.0

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	11.5	5538	17.7
1 MINIMUM GREATER THAN THREE WEEKS	1	3.8	467	1.5
2 ONE YEAR OF SERVICE	8	30.8	3082	9.8
3 TWO YEARS	2	7.7	11100	35.5
4 THREE YEARS	6	23.1	4614	14.7
5 FOUR YEARS	1	3.8	1200	3.8
6 FIVE YEARS	4	15.4	3699	11.8
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	3.8	1600	5.1
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	3	11.5	5538	17.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	3.8	100	0.3
6 SIX YEARS	1	3.8	100	0.3
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	3	11.5	2434	7.8
9 NINE YEARS	6	23.1	4144	13.2
10 TEN YEARS	9	34.6	17169	54.9
11 ELEVEN YEARS	3	11.5	1815	5.8
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	4	15.4	5638	18.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	3.8	2169	6.9
13 THIRTEEN YEARS	1	3.8	100	0.3
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	7	26.9	6970	22.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	3	11.5	330	1.1
18 EIGHTEEN YEARS	1	3.8	500	1.6
19 NINETEEN YEARS	1	3.8	170	0.5
20 TWENTY YEARS	8	30.8	15423	49.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	13	50.0	11769	37.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	3	11.5	2539	8.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	2	7.7	3644	11.6
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	4	15.4	500	1.6
25 TWENTY-FIVE YEARS	1	3.8	11000	35.1
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	3.8	1200	3.8
30 THIRTY YEARS	2	7.7	648	2.1
TOTAL	26	100.0	31300	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

	AGREEMENTS NO. %	EMPLOYEES NO. %
0 NO PROVISION	26 100.0	31300 100.0
1 ONE YEAR OF SERVICE	- -	- -
2 TWO YEARS	- -	- -
3 THREE YEARS	- -	- -
4 FOUR YEARS	- -	- -
5 FIVE YEARS	- -	- -
6 SIX YEARS	- -	- -
7 SEVEN YEARS	- -	- -
8 EIGHT YEARS	- -	- -
9 NINE YEARS	- -	- -
10 TEN YEARS	- -	- -
11 ELEVEN YEARS	- -	- -
12 TWELVE YEARS	- -	- -
13 THIRTEEN YEARS	- -	- -
14 FOURTEEN YEARS	- -	- -
15 FIFTEEN YEARS	- -	- -
16 SIXTEEN YEARS	- -	- -
17 SEVENTEEN YEARS	- -	- -
18 EIGHTEEN YEARS	- -	- -
19 NINETEEN YEARS	- -	- -
20 TWENTY YEARS	- -	- -
21 TWENTY-ONE YEARS	- -	- -
22 TWENTY-TWO YEARS	- -	- -
23 TWENTY-THREE YEARS	- -	- -
24 TWENTY-FOUR YEARS	- -	- -
25 TWENTY-FIVE YEARS	- -	- -
26 TWENTY-SIX YEARS	- -	- -
27 TWENTY-SEVEN YEARS	- -	- -
28 TWENTY-EIGHT YEARS	- -	- -
29 TWENTY-NINE YEARS	- -	- -
30 THIRTY OR MORE YEARS	- -	- -
TOTAL	26 100.0	31300 100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

	AGREEMENTS NO. %	EMPLOYEES NO. %
0 NO PROVISION	26 100.0	31300 100.0
1 ONE YEAR OF SERVICE	- -	- -
2 TWO YEARS	- -	- -
3 THREE YEARS	- -	- -
4 FOUR YEARS	- -	- -
5 FIVE YEARS	- -	- -
6 SIX YEARS	- -	- -
7 SEVEN YEARS	- -	- -
8 EIGHT YEARS	- -	- -
9 NINE YEARS	- -	- -
10 TEN YEARS	- -	- -
11 ELEVEN YEARS	- -	- -
12 TWELVE YEARS	- -	- -
13 THIRTEEN YEARS	- -	- -
14 FOURTEEN YEARS	- -	- -
15 FIFTEEN YEARS	- -	- -
16 SIXTEEN YEARS	- -	- -
17 SEVENTEEN YEARS	- -	- -
18 EIGHTEEN YEARS	- -	- -
19 NINETEEN YEARS	- -	- -
20 TWENTY YEARS	- -	- -
21 TWENTY-ONE YEARS	- -	- -
22 TWENTY-TWO YEARS	- -	- -
23 TWENTY-THREE YEARS	- -	- -
24 TWENTY-FOUR YEARS	- -	- -
25 TWENTY-FIVE YEARS	- -	- -
26 TWENTY-SIX YEARS	- -	- -
27 TWENTY-SEVEN YEARS	- -	- -
28 TWENTY-EIGHT YEARS	- -	- -
29 TWENTY-NINE YEARS	- -	- -
30 THIRTY OR MORE YEARS	- -	- -
TOTAL	26 100.0	31300 100.0

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	4	15.4	2939	9.4
1 REGULAR PAY	9	34.6	16995	54.3
2 PERCENTAGE OF YEARLY GROSS EARNINGS	11	42.3	7596	24.3
3 1 OR 2, WHICHEVER IS GREATER	2	7.7	3770	12.0
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 10-10 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	15	57.7	11273	36.0
1 WITH LIMITATIONS	6	23.1	13752	43.9
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	5	19.2	6275	20.0
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	25	96.2	29430	94.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	1	3.8	1870	6.0
TOTAL	26	100.0	31300	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	4	15.4	7791	24.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	16	61.5	9492	30.3
4 FOUR DAYS	1	3.8	500	1.6
5 FIVE DAYS	2	7.7	13169	42.1
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	2	7.7	255	0.8
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	1	3.8	90	0.3
TOTAL	26	100.0	31300	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	5	19.2	7638	24.4
1 PROVISION FOR FULL REGULAR PAY	20	76.9	22462	71.6
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	3.8	1200	3.8
TOTAL	26	100.0	31300	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	11	42.3	14641	46.8
1 PAID LEAVE	1	3.8	155	0.5
2 UNPAID LEAVE	7	26.9	12984	41.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	7	26.9	3520	11.2
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	23	88.5	17983	57.5
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	1	3.8	11000	35.1
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	3.8	2169	6.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	3.8	146	0.5
7 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	21	80.8	26218	90.2
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	3.8	2169	6.9
3 MORE THAN SIX MONTHS	4	15.4	913	2.9
4 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	13	50.0	12979	41.5
1 17 WEEKS	6	23.1	3964	12.7
2 18 WEEKS	1	3.8	170	0.5
3 19 - 25 WEEKS	2	7.7	2609	8.5
4 26 WEEKS	2	7.7	246	0.8
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	2	7.7	11270	36.0
TOTAL	26	100.0	31300	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	23	88.5	30765	98.3
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	3	11.5	535	1.7
TOTAL	26	100.0	31300	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	20	76.9	16953	54.2
1 SENIORITY RETAINED	2	7.7	2339	7.5
2 SENIORITY ACCUMULATED	1	3.8	743	2.4
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	3	11.5	11265	36.0
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	18	69.2	25310	80.9
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	3.8	2169	6.9
3 TWO DAYS	1	3.8	100	0.3
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	7.7	265	0.8
6 FIVE DAYS	-	-	-	-
7 OTHER	4	15.4	3456	11.0
TOTAL	26	100.0	31300	100.0

FIELD 11-10 LEAVE - ADOPTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	23	88.5	28288	90.4
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	11.5	3012	9.6
3 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 11-11 LEAVE: EDUCATION

0 NO PROVISION	21	80.8	28253	90.3
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	1	3.8	270	0.9
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	7.7	265	0.8
5 OTHER	2	7.7	2512	8.0
TOTAL	26	100.0	31300	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

0 NO PROVISION	24	92.3	18131	57.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	1	3.8	2169	6.9
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	1	3.8	11000	35.1
TOTAL	26	100.0	31300	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

0 NO PROVISION	17	65.4	27680	88.4
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	15.4	2629	8.4
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	2	7.7	244	0.8
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	3	11.5	747	2.4
TOTAL	26	100.0	31300	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

0 NO PROVISION	5	19.2	6955	22.2
1 PROVISION	21	80.8	24345	77.8
TOTAL	26	100.0	31300	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

0 NO PROVISION	4	15.4	830	2.7
1 HEALTH AND WELFARE FUND	2	7.7	567	1.8
2 SERIES OF PLANS	19	73.1	24903	79.6
3 OTHER	1	3.8	5000	16.0
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	17	65.4	17800	56.9
1 IMMEDIATELY ON BEING EMPLOYED	2	7.7	596	1.9
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	4	15.4	11344	36.2
7 OTHER	3	11.5	1560	5.0
TOTAL	26	100.0	31300	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	24	92.3	30733	98.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	1	3.8	467	1.5
6 75 CENTS - \$1.00 PER HOUR	-	-	-	-
7 MORE THAN \$1.00 PER HOUR	1	3.8	100	0.3
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	6	23.1	7430	23.7
1 100% OF PREMIUM	10	38.5	6920	22.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	3.8	148	0.5
3 75% OF PREMIUM	1	3.8	11000	35.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	15.4	1635	5.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	11.5	4067	13.0
10 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	9	34.6	6691	21.4
1 100% OF PREMIUM	10	38.5	9972	31.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	3.8	11000	35.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	11.5	2970	9.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
10 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-06 TYPE OF PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	7	26.9	6467	20.7
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	6	23.1	3662	11.7
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	6	23.1	19569	62.5
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	5	19.2	1242	4.0
7 OTHER	2	7.7	360	1.2
TOTAL	26	100.0	31300	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	15	57.7	26396	84.3
1 ONE TO SIX DAYS	2	7.7	244	0.8
2 SEVEN TO TWELVE DAYS	3	11.5	2956	9.4
3 THIRTEEN TO FIFTEEN DAYS	1	3.8	148	0.5
4 SIXTEEN TO EIGHTEEN DAYS	2	7.7	265	0.8
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	3	11.5	1291	4.1
TOTAL	26	100.0	31300	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	17	65.4	26839	85.7
1 30 DAYS OR LESS	3	11.5	2114	6.8
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	2	7.7	265	0.8
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	3.8	148	0.5
9 OTHER	3	11.5	1934	6.2
TOTAL	26	100.0	31300	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	23	88.5	30747	98.2
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	3.8	110	0.4
4 COMBINATION	-	-	-	-
5 OTHER	2	7.7	443	1.4
TOTAL	26	100.0	31300	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	13	50.0	10119	32.3
1 100% OF PREMIUM	6	23.1	4847	15.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	23.1	16234	51.9
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	12	46.2	10019	32.0
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	1	3.8	100	0.3
4 39 WEEKS	-	-	-	-
5 52 WEEKS	1	3.8	144	0.5
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	3.8	11000	35.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	23.1	9312	29.8
8 OTHER	5	19.2	725	2.3
TOTAL	26	100.0	31300	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	12	46.2	10019	32.0
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	2	7.7	3644	11.6
5 PERCENTAGE OF EARNINGS	5	19.2	11465	36.6
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	4	15.4	2060	6.6
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	11.5	4112	13.1
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	13	50.0	22510	71.9
1 PROVISION	13	50.0	8790	28.1
TOTAL	26	100.0	31300	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	6	23.1	5978	19.1
1 100% OF PREMIUM	12	46.2	11620	37.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	19.2	13035	41.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	6	23.1	5978	19.1
1 \$5,000 OR LESS	1	3.8	1200	3.8
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	2	7.7	1700	5.4
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	6	23.1	6617	21.1
6 VARIES ACCORDING TO EARNINGS	5	19.2	3803	12.2
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	15.4	11435	36.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	14	53.8	13701	43.8
1 100% OF PREMIUM	5	19.2	4452	14.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	15.4	12480	39.9
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
10 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	53.8	13701	43.8
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	1	3.8	100	0.3
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	4	15.4	4004	12.8
6 VARIES ACCORDING TO EARNINGS	1	3.8	448	1.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	15.4	12480	39.9
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	7	26.9	6270	20.0
1 100% OF PREMIUM	7	26.9	8859	28.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	5	19.2	1539	4.9
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	19.2	14065	44.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
9 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	6	23.1	6000	19.2
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	11	42.3	20677	66.1
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	26.9	4056	13.0
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.8
7 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	10	38.5	4084	13.0
1 PROVISION	16	61.5	27216	87.0
TOTAL	26	100.0	31300	100.0

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	18	69.2	8646	27.6
1 UNION	-	-	-	-
2 MANAGEMENT	2	7.7	567	1.8
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	7.7	14500	46.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	1	3.8	2169	6.9
6 OTHER	3	11.5	5418	17.3
TOTAL	26	100.0	31300	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	22	84.6	17534	56.0
1 PROVISION	4	15.4	13766	44.0
TOTAL	26	100.0	31300	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	1	3.8	1600	5.1
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	4	15.4	12196	39.0
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	4	15.4	618	2.0
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	9	34.6	8231	26.3
4 BY UNION REPRESENTATIVE	1	3.8	100	0.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	5	19.2	5485	17.5
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	7.7	3070	9.8
8 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	3	11.5	7100	22.7
1 72 HOURS OR LESS	2	7.7	737	2.4
2 FIVE DAYS	1	3.8	100	0.3
3 ONE WEEK	1	3.8	743	2.4
4 TEN DAYS	3	11.5	365	1.2
5 TWO WEEKS	1	3.8	148	0.5
6 THREE WEEKS	1	3.8	2169	6.9
7 ONE MONTH	5	19.2	1491	4.8
8 TWO MONTHS	1	3.8	1200	3.8
9 VARIES BY TYPE OF GRIEVANCE	4	15.4	14814	47.3
10 OTHER	4	15.4	2433	7.8
TOTAL	26	100.0	31300	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	21	80.8	22373	71.5
1 PROVISION	5	19.2	8927	28.5
TOTAL	26	100.0	31300	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	23	88.5	29363	93.8
1 PROVISION	3	11.5	1937	6.2
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	23	88.5	30070	96.1
1 PROVISION	3	11.5	1230	3.9
TOTAL	26	100.0	31300	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	23	88.5	20066	64.1
1 PROVISION	3	11.5	11234	35.9
TOTAL	26	100.0	31300	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	3.8	1600	5.1
1 SINGLE ARBITRATOR	9	34.6	10154	32.4
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	7	26.9	1543	4.9
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	7	26.9	16673	53.3
6 OTHER	2	7.7	1330	4.2
TOTAL	26	100.0	31300	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	26	100.0	31300	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	26	100.0	31300	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	25	96.2	30633	98.5
1 PROVISION	1	3.8	467	1.5
TOTAL	26	100.0	31300	100.0
<u>SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH</u>				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	14	53.8	8640	27.6
1 JOINT SAFETY COMMITTEE	11	42.3	11660	37.3
2 OTHER	1	3.8	1100	3.5
TOTAL	26	100.0	31300	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	15	57.7	8795	28.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	6	30.8	20136	64.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	7.7	2269	7.2
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	1	3.8	100	0.3
8 OTHER	-	-	-	-
TOTAL	26	100.0	31300	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	15	57.7	6795	28.1
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	9	34.6	20236	64.7
2 PROVISION FOR PAY OF SAFETY COMMITTEE	2	7.7	2269	7.2
TOTAL	26	100.0	31300	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	13	50.0	18252	58.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	9	34.6	8405	26.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	3.8	270	0.9
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	7.7	673	2.8
4 OTHER	1	3.8	3500	11.2
TOTAL	26	100.0	31300	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	15	57.7	6515	20.8
1 PROVISION	11	42.3	24785	79.2
TOTAL	26	100.0	31300	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	21	80.8	26065	83.3
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	4	15.4	5125	16.4
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	3.8	110	0.4
TOTAL	26	100.0	31300	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	24	92.3	31035	99.2
1 PROVISION	2	7.7	265	0.8
TOTAL	26	100.0	31300	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	18	69.2	21480	68.6
1 PROVISION	8	30.8	9820	31.4
TOTAL	26	100.0	31300	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	25	96.2	29131	93.1
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	1	3.8	2169	6.9
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	26	100.0	31300	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	26	100.0	31300	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	31300	100.0

TRANSPORTATION AND COMMUNICATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	22	84.6	17913	57.2
1 PROVISION	4	15.4	13387	42.8
TOTAL	26	100.0	31300	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	18	69.2	27692	88.5
1 PROVISION	8	30.8	3608	11.5
TOTAL	26	100.0	31300	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	14	53.8	14816	47.3
1 PROVISION	12	46.2	16484	52.7
TOTAL	26	100.0	31300	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	16	61.5	13649	43.6
1 PROVISION	10	38.5	17651	56.4
TOTAL	26	100.0	31300	100.0

PART I: f
TRADE AND FINANCE,
INSURANCE AND REAL ESTATE

(19 agreements covering 10,195 employees)

1 TRADE, FINANCE, INSURANCE AND REAL ESTATE

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 SINGLE LOCAL - SINGLE EMPLOYER	15	78.9	8710	85.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	21.1	1485	14.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	4	21.1	420	4.1
1 100 - 199 EMPLOYEES	7	36.8	959	9.4
2 200 - 499 EMPLOYEES	1	5.3	350	3.4
3 500 - 999 EMPLOYEES	4	21.1	3099	30.4
4 1000 - 4999 EMPLOYEES	3	15.8	5367	52.6
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	19	100.0	10195	100.0
1 FEDERAL	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 1-04 SECTOR

0 PRIVATE	13	68.4	3944	38.7
1 PUBLIC	6	31.6	6251	61.3
TOTAL	19	100.0	10195	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	5	26.3	2681	26.3
1 MORE THAN 1 YEAR, LESS THAN 2	2	10.5	249	2.4
2 2 YEARS	10	52.6	6065	59.5
3 MORE THAN 2 YEARS, LESS THAN 3	1	5.3	825	8.1
4 3 YEARS	-	-	-	-
5 MORE THAN 3 YEARS	1	5.3	175	1.7
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	1	5.3	650	6.4
1 1ST HALF OF 1984	6	31.6	2159	21.2
2 2ND HALF OF 1984	6	31.6	2912	28.6
3 1ST HALF OF 1985	3	15.8	1350	13.2
4 2ND HALF OF 1985	3	15.8	3124	30.6
5 1ST HALF OF 1986	-	-	-	-
6 2ND HALF OF 1986	-	-	-	-
7 LATER THAN 1986	-	-	-	-
TOTAL	19	100.0	10195	100.0

2 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 1-07 GEOGRAPHICAL BREAKDOWN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 UKANAGAN	1	5.3	1500	14.7
2 SOUTHERN INTERIUM	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	5	26.3	829	8.1
4 VANCOUVER ISLAND	2	10.5	300	2.9
5 CENTRAL INTERIUM	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	10	52.6	5199	51.0
9 INTER-PROVINCIAL	1	5.3	2367	23.2
TOTAL	19	100.0	10195	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	1	5.3	350	3.4
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	9	47.4	5355	52.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	3	15.8	1030	10.1
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	6	31.6	3460	33.9
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	5	26.3	2990	29.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	2	10.5	199	2.0
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	7	36.8	5192	50.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	2	10.5	310	3.0
5 CONTRACTING OUT PROHIBITED ENTIRELY	3	15.8	1504	14.8
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	1	5.3	140	1.4
1 CLOSED SHOP	1	5.3	175	1.7
2 UNION SHOP	7	36.8	5136	50.4
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	9	47.4	4634	45.5
4 MAINTENANCE OF MEMBERSHIP	1	5.3	110	1.1
5 HAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	5.3	140	1.4
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	8	42.1	5311	52.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	10	52.6	4744	46.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

3 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	5	26.3	4467	43.8
1 CROSS PICKET LINES	7	36.8	2743	26.9
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	7	36.8	2985	29.3
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	1	5.3	140	1.4
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	12	63.2	8611	84.5
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	3	15.8	1070	10.5
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	1	5.3	89	0.9
8 OTHER	2	10.5	285	2.8
TOTAL	19	100.0	10195	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	5	26.3	2800	27.5
1 ONE CALENDAR MONTH	1	5.3	95	0.9
2 TWO CALENDAR MONTHS	1	5.3	350	3.4
3 THREE CALENDAR MONTHS	2	10.5	2477	24.3
4 SIX CALENDAR MONTHS	3	15.8	1166	11.7
5 THIRTY WORKING DAYS	1	5.3	110	1.1
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	6	31.6	3175	31.1
TOTAL	19	100.0	10195	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	2	10.5	490	4.8
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	9	47.4	2449	24.0
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	21.1	3205	31.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	21.1	4051	39.7
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	2	10.5	1640	16.1
1 STRAIGHT SENIORITY	1	5.3	150	1.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	16	84.2	8405	82.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

4 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	5	26.3	1995	19.6
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	10.5	249	2.4
6 ONE MONTH	3	15.8	439	4.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	3	15.8	3953	38.8
9 OTHER	-	-	-	-
TOTAL	6	31.6	3559	34.9
	19	100.0	10195	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	2	10.5	1640	16.1
1 STRAIGHT SENIORITY	1	5.3	2367	23.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	15	76.9	5488	53.8
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	5.3	700	6.9
TOTAL	19	100.0	10195	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	4	21.1	1300	12.8
1 FAILURE TO REPORT WHEN NOTIFIED	1	5.3	150	1.5
2 AFTER A SPECIFIED PERIOD OFF WORK	1	5.3	924	9.1
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	13	68.4	7821	76.7
TOTAL	19	100.0	10195	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	6	31.6	1330	13.0
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	1	5.3	1500	14.7
3 SEVEN TO TWELVE MONTHS	1	5.3	350	3.4
4 TWELVE MONTHS	5	26.3	1994	19.6
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	10.5	1586	15.6
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	15.8	2610	25.6
8 NOT SPECIFIED OR INDEFINITE	1	5.3	825	8.1
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	12	63.2	6855	67.2
1 UP TO 1 YEAR	1	5.3	160	1.6
2 12 - 24 MONTHS	5	26.3	813	8.0
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	5.3	2367	23.2
TOTAL	19	100.0	10195	100.0

5 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	12	63.2	6634	67.0
1 SENIORITY LOST ON TRANSFER	1	5.3	110	1.1
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	3	15.8	2031	25.8
3 SENIORITY RETAINED INDEFINITELY	1	5.3	95	0.9
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	2	10.5	525	5.1
TOTAL	19	100.0	10195	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	18	94.7	10041	98.5
1 FOR UNION OFFICIALS	1	5.3	154	1.5
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	2	10.5	490	4.8
1 PROVISION	17	89.5	9705	95.2
TOTAL	19	100.0	10195	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	11	57.9	5181	50.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	4	21.1	1915	18.8
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	4	21.1	3099	30.4
TOTAL	19	100.0	10195	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	18	94.7	9845	96.6
1 PROVISION	1	5.3	350	3.4
TOTAL	19	100.0	10195	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	6	31.6	2640	25.9
1 APPRENTICESHIP	4	21.1	2160	21.2
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	10.5	264	2.6
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	1	5.3	825	8.1
5 1 AND 3	-	-	-	-
6 2 AND 3	4	21.1	3272	32.1
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	5.3	110	1.1
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	5.3	924	9.1
TOTAL	19	100.0	10195	100.0

6 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	14	73.7	7210	70.7
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	5.3	150	1.5
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	5.3	160	1.6
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	2	10.5	1175	11.5
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	16	94.7	9845	96.6
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	5.3	350	3.4
TOTAL	19	100.0	10195	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	3	15.8	1790	17.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	16	84.2	8405	82.4
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	17	89.5	9885	97.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	5.3	150	1.5
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	5.3	160	1.6
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	15	78.9	7746	76.0
1 PROHIBITED	2	10.5	860	8.4
2 PERMITTED - WITH RESTRICTIONS	2	10.5	1589	15.6
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	6	31.6	5245	51.4
1 UNION-MANAGEMENT CONSULTATION ONLY	2	10.5	500	4.9
2 ARBITRATION IF CONSULTATION FAILS	11	57.9	4450	43.6
3 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

7 TRADE, FINANCE, INSURANCE AND REAL ESTATE

AGREEMENTS
NO. %EMPLOYEES
NO. %SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	2	10.5	490	4.8
1 LESS THAN THREE MONTHS	4	21.1	1870	18.3
2 THREE MONTHS	7	36.8	3428	33.6
3 SIX MONTHS	3	15.8	365	3.6
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	5.3	2367	23.2
6 OTHER	2	10.5	1675	16.4
TOTAL	19	100.0	10195	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	15	78.9	6792	66.6
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	4	21.1	3403	33.4
3 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	16	84.2	9028	88.6
1 PROVISION	3	15.8	1167	11.4
TOTAL	19	100.0	10195	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	4	21.1	1564	15.3
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	14	73.7	7131	69.9
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	1	5.3	1500	14.7
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	6	31.6	4439	43.5
1 LESS THAN ONE YEAR	1	5.3	95	0.9
2 ONE YEAR	9	47.4	3901	38.3
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	5.3	150	1.5
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	5.3	110	1.1
7 TEN YEARS	-	-	-	-
8 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

8 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	3	15.6	1414	13.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	3	15.6	418	4.1
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	5	26.3	3100	31.0
3 VARIES ACCORDING TO LENGTH OF SERVICE	3	15.6	315	3.1
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	5	26.3	4888	47.9
TOTAL	19	100.0	10195	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	5	26.3	1659	16.3
1 LESS THAN 20 WEEKS' PAY	3	15.6	1696	16.6
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	5	26.3	1703	16.7
4 30 - 51 WEEKS' PAY	3	15.6	1110	10.9
5 52 WEEKS' PAY OR MORE	1	5.3	1500	14.7
6 NO MAXIMUM	1	5.3	160	1.6
7 OTHER	1	5.3	2307	23.2
TOTAL	19	100.0	10195	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	17	89.5	8585	84.2
1 LESS THAN THREE MONTHS	1	5.3	110	1.1
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	3	15.6	1414	13.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	12	63.2	3254	31.9
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	3	15.6	4027	39.5
6 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	4	21.1	1500	14.7
1 COMPANY PROGRAM	4	21.1	1015	10.0
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	5.3	89	0.9
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	10	52.6	7591	74.5
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REUPENER				
0 NO PROVISION	18	94.7	8695	85.3
1 PROVISION	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

9 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	17	89.5	7995	78.4
1 EMPLOYER PAYS FULL COST	1	5.3	1500	14.7
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	5.3	700	6.9
TOTAL	19	100.0	10195	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	7	36.8	3741	36.7
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	5.3	150	1.5
2 WAGE ADJUSTMENT YEARLY	5	26.3	3236	31.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	5	26.3	1568	15.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	17	89.5	7995	78.4
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	5.3	1500	14.7
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	5.3	700	6.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	9	47.4	5414	53.1
1 SEVERANCE PAY PLAN	10	52.6	4781	46.9
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	19	100.0	10195	100.0
1 PROVISION	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	9	47.4	5414	53.1
1 LESS THAN ONE YEAR	2	10.5	795	7.8
2 ONE YEAR	3	15.8	2566	25.2
3 TWO YEARS	2	10.5	1000	9.8
4 THREE YEARS	1	5.3	150	1.5
5 FIVE YEARS	2	10.5	270	2.6
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

10 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	9	47.4	5414	53.1
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	4	21.1	1249	12.3
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	5.3	150	1.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	4	21.1	3272	32.1
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	5.3	110	1.1
TOTAL	19	100.0	10195	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	57.9	5659	55.5
1 LESS THAN 20 WEEKS' PAY	1	5.3	160	1.6
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	3	15.8	899	8.8
5 30 - 52 WEEKS' PAY	3	15.8	1110	10.9
6 NO MAXIMUM	1	5.3	2367	23.2
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 6-08 COLA				
0 NO PROVISION	15	78.9	6931	68.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	4	21.1	3264	32.0
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	15	78.9	6931	68.0
1 AUTOMATIC MONTHLY ADJUSTMENT	1	5.3	110	1.1
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	5.3	1500	14.7
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	2	10.5	1654	16.2
TOTAL	19	100.0	10195	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	1248	26.1
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	78	1.6
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	3337	69.9
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	110	2.3
TOTAL	4773	100.0

11 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	1290	23.8	-	-
3 7 1/4 HOURS	-	-	-	-
4 7 1/2 HOURS	64	1.2	-	-
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	61	1.1	-	-
7 MORE THAN EIGHT HOURS	110	2.0	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	3897	71.9	-	-
TOTAL	5422	100.0	-	-
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	4663	97.7	-	-
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	110	2.3	-	-
TOTAL	4773	100.0	-	-
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	110	2.0	-	-
3 FIVE DAYS	1415	26.1	-	-
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	3897	71.9	-	-
TOTAL	5422	100.0	-	-
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	1248	26.1	-	-
3 37 1/2 HOURS	78	1.6	-	-
4 40 HOURS	3337	69.9	-	-
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	110	2.3	-	-
TOTAL	4773	100.0	-	-
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	110	2.0	-	-
2 35 HOURS	1290	23.8	-	-
3 37 1/2 HOURS	64	1.2	-	-
4 40 HOURS	61	1.1	-	-
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	3897	71.9	-	-
TOTAL	5422	100.0	-	-

12 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	16	84.2	7578	74.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	1	5.3	110	1.1
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	2	10.5	2507	24.6
TOTAL	19	100.0	10195	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	16	84.2	9134	89.6
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	3	15.8	1061	10.4
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	19	100.0	10195	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	1	5.3	140	1.4
1 TWO FOR A TOTAL OF 20 MINUTES	1	5.3	350	3.4
2 TWO FOR A TOTAL OF 30 MINUTES	16	84.2	7338	72.0
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	1	5.3	2367	23.2
TOTAL	19	100.0	10195	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	12	63.2	6502	63.8
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	1	5.3	69	0.9
3 MORE THAN ONE DAY LESS THAN THREE	2	10.5	1610	15.8
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	2	10.5	1019	10.0
6 MORE THAN FOURTEEN DAYS	1	5.3	150	1.5
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	5.3	825	8.1
8 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	16	84.2	8771	86.0
1 PROVISION	3	15.8	1424	14.0
TOTAL	19	100.0	10195	100.0

13 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	17	69.5	8921	87.5
1 PROVISION	2	10.5	1274	12.5
TOTAL	19	100.0	10195	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	16	84.2	8417	82.6
1 PROVISION	3	15.8	1778	17.4
TOTAL	19	100.0	10195	100.0

FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	13	68.4	3944	38.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	5.3	110	1.1
3 ALTERNATING 4, 5, IN PROGRESS	3	15.8	2850	28.0
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	5.3	924	9.1
6 OTHER	1	5.3	2367	23.2
TOTAL	19	100.0	10195	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	1	5.3	140	1.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	5.3	89	0.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	11	57.9	8451	82.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	5.3	160	1.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	5	26.3	1355	13.3
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	5	26.3	3300	32.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	5.3	89	0.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	4	21.1	2420	23.7
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	5.3	160	1.6
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	5.3	350	3.4
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	5.3	154	1.5
6 2 X	5	26.3	1355	13.3
7 OTHER	1	5.3	2367	23.2
TOTAL	19	100.0	10195	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	1	5.3	160	1.6
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	15.8	1743	17.1
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	5.3	350	3.4
6 2 X	11	57.9	6192	60.7
7 OTHER	3	15.8	1750	17.2
TOTAL	19	100.0	10195	100.0

14 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (ON SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	5.3	154	1.5
5 2 X	16	84.2	8401	82.4
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	2	10.5	1640	16.1
TOTAL	19	100.0	10195	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	1	5.3	86	0.8
1 PAY ONLY	5	42.1	1954	19.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	9	47.4	8015	78.6
4 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0
FIELD 8-06 RIGHT TO REFUSE				
0 NO PROVISION	2	10.5	250	2.5
1 RIGHT TO REFUSE OVERTIME	12	63.2	7135	70.0
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	3	15.8	2310	22.7
4 OTHER	2	10.5	500	4.9
TOTAL	19	100.0	10195	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	8	42.1	6346	62.2
1 BASED ON SENIORITY	5	26.3	1904	18.7
2 SHARED AMONG ALL EMPLOYEES	5	26.3	1770	17.4
3 OTHER	1	5.3	175	1.7
TOTAL	19	100.0	10195	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	13	68.4	8505	83.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	1	5.3	150	1.5
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	2	10.5	270	2.6
7 PERCENTAGE OF REGULAR RATE	2	10.5	920	9.0
8 OTHER	1	5.3	350	3.4
TOTAL	19	100.0	10195	100.0

15 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	14	73.7	8805	85.0
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	1	5.3	150	1.5
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	1	5.3	110	1.1
7 PERCENTAGE OF REGULAR RATE	2	10.5	920	9.0
8 OTHER	1	5.3	350	3.4
TOTAL	19	100.0	10195	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	4	21.1	751	7.4
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	5.3	95	0.9
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	21.1	3905	39.1
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	5	26.3	4751	46.6
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	4	21.1	524	5.1
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	1	5.3	89	0.9
TOTAL	19	100.0	10195	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	6	31.6	2435	23.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	11	57.9	7570	74.3
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	2	10.5	184	1.8
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	7	36.8	1821	17.9
1 LESS THAN \$4.00	-	-	-	-
2 \$4.00 TO \$4.99	-	-	-	-
3 \$5.00 TO \$5.99	5	26.3	4161	40.8
4 \$6.00 TO \$6.99	1	5.3	154	1.5
5 \$7.00 AND MORE	4	21.1	2485	24.4
6 MEAL PROVIDED	-	-	-	-
7 OTHER	2	10.5	1574	15.4
TOTAL	19	100.0	10195	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	13	68.4	5640	55.3
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	3	15.8	3941	38.7
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	3	15.8	614	6.0
TOTAL	19	100.0	10195	100.0

16 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 8-14 STAND-BY PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	13	68.4	3944	38.7
1 PROVISION	6	31.6	6251	61.3
TOTAL	19	100.0	10195	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	16	84.2	6271	61.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	3	15.8	1924	18.9
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	4	21.1	2682	26.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	5.3	160	1.6
3 30 - 49 CENTS PER HOUR	2	10.5	400	4.0
4 50 - 75 CENTS PER HOUR	7	36.8	5494	53.9
5 MORE THAN 75 CENTS PER HOUR	2	10.5	1000	9.8
6 1/2 HOUR'S PAY PER SHIFT	1	5.3	150	1.5
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	2	10.5	249	2.4
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	5	26.3	2832	27.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	5.3	160	1.6
4 50 - 74 CENTS PER HOUR	6	31.6	4434	43.7
5 75 - \$1.00 PER HOUR	1	5.3	1500	14.7
6 MORE THAN \$1.00 PER HOUR	2	10.5	1000	9.8
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	2	10.5	249	2.4
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	16	84.2	9007	88.3
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	5.3	924	9.1
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	1	5.3	110	1.1
9 OTHER	1	5.3	154	1.5
TOTAL	19	100.0	10195	100.0

17 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	10	52.6	3465	34.0
1 PROVISION	9	47.4	6730	66.0
TOTAL	19	100.0	10195	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	15	78.9	6421	63.0
1 PROVISION	4	21.1	3774	37.0
TOTAL	19	100.0	10195	100.0

SECTION 9 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	3	15.8	1936	19.0
4 ELEVEN DAYS	13	68.4	7859	77.1
5 TWELVE DAYS	1	5.3	110	1.1
6 THIRTEEN DAYS	1	5.3	150	1.5
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	10	52.6	4122	40.4
1 MINIMUM LENGTH OF SERVICE	1	5.3	700	6.9
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	5	26.3	4527	44.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	3	15.8	846	8.3
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	14	73.7	6499	63.4
1 LESS THAN ONE MONTH	-	-	-	-
2 ONE MONTH	2	10.5	760	7.5
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	5.3	700	6.9
6 OTHER	2	10.5	236	2.3
TOTAL	19	100.0	10195	100.0

18 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	5.3	140	1.4
1 ANOTHER DAY OFF	1	5.3	350	3.4
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	1	5.3	154	1.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	15	78.9	8051	79.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	3	15.8	1790	17.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	13	68.4	7120	69.8
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	3	15.8	1285	12.6
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	7	36.8	2425	23.8
1 ANOTHER PAID DAY OFF	10	52.6	6910	67.8
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	2	10.5	860	8.4
4 NOT GRANTED	-	-	-	-
TOTAL	19	100.0	10195	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	6	31.6	4367	42.8
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	1	5.3	110	1.1
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	47.4	4403	43.2
4 OTHER	3	15.8	1315	12.9
TOTAL	19	100.0	10195	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	10.5	3867	37.9
4 FIVE WEEKS	3	15.8	664	6.5
5 SIX WEEKS	8	42.1	2849	27.9
6 SEVEN WEEKS	5	26.3	2675	26.2
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

19 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	7	36.8	6361	62.4
2 ONE YEAR OF SERVICE	2	10.5	504	4.9
3 TWO YEARS	8	42.1	1690	16.6
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	1	5.3	1500	14.7
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	5.3	140	1.4
9 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
0 NO PROVISION	1	5.3	140	1.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	2	10.5	1610	15.8
5 FIVE YEARS	1	5.3	154	1.5
6 SIX YEARS	2	10.5	789	7.7
7 SEVEN YEARS	6	31.6	2794	27.4
8 EIGHT YEARS	6	31.6	3208	31.5
9 NINE YEARS	1	5.3	1500	14.7
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	19	100.0	10195	100.0

20 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	3	15.8	4007	39.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	2	10.5	1610	15.8
11 ELEVEN YEARS	2	10.5	854	8.4
12 TWELVE YEARS	4	21.1	1773	17.4
13 THIRTEEN YEARS	2	10.5	1000	9.8
14 FOURTEEN YEARS	1	5.3	95	0.9
15 FIFTEEN YEARS	2	10.5	196	1.9
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	1	5.3	150	1.5
20 TWENTY YEARS	2	10.5	510	5.0
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	7	36.8	5371	52.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	5.3	1500	14.7
16 SIXTEEN YEARS	1	5.3	110	1.1
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	3	15.8	1089	10.7
19 NINETEEN YEARS	1	5.3	95	0.9
20 TWENTY YEARS	4	21.1	1770	17.4
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	5.3	110	1.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	5.3	150	1.5
30 THIRTY YEARS	-	-	-	-
TOTAL	19	100.0	10195	100.0

21 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	14	73.7	7520	73.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	5.3	1500	14.7
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	10.5	1000	9.8
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	1	5.3	89	0.9
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	1	5.3	86	0.8
TOTAL	19	100.0	10195	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	19	100.0	10195	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	19	100.0	10195	100.0

22 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	2	10.5	2507	24.6
1 REGULAR PAY	6	31.6	4234	41.5
2 PERCENTAGE OF YEARLY GROSS EARNINGS	2	10.5	310	3.0
3 1 OR 2, WHICHEVER IS GREATER	9	47.4	3144	30.8
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	6	31.6	2325	22.8
1 WITH LIMITATIONS	9	47.4	6625	65.0
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	21.1	1245	12.2
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	15	78.9	8912	87.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	3	15.8	359	3.5
3 OTHER	1	5.3	924	9.1
TOTAL	19	100.0	10195	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	1	5.3	140	1.4
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	11	57.9	6582	64.6
4 FOUR DAYS	1	5.3	154	1.5
5 FIVE DAYS	2	10.5	1034	10.1
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	3	15.8	2175	21.3
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	1	5.3	110	1.1
TOTAL	19	100.0	10195	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	2	10.5	250	2.5
1 PROVISION FOR FULL REGULAR PAY	17	89.5	9945	97.5
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	2	10.5	235	2.3
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	9	47.4	2079	20.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	8	42.1	7881	77.3
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

23 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	14	73.7	6311	61.9
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	4	21.1	2384	23.4
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	5.3	1500	14.7
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	15	78.9	8980	88.1
1 ONE MONTHS' SERVICE	1	5.3	95	0.9
2 TWO TO SIX MONTHS' SERVICE	1	5.3	924	9.1
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	2	10.5	196	1.9
TOTAL	19	100.0	10195	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	5	26.3	839	8.2
1 17 WEEKS	2	10.5	249	2.4
2 18 WEEKS	5	26.3	5637	55.3
3 19 - 25 WEEKS	3	15.8	1060	10.3
4 26 WEEKS	2	10.5	875	8.6
5 27 - 52 WEEKS	1	5.3	825	8.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	5.3	110	1.1
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	18	94.7	8695	85.3
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	5.3	1500	14.7
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	11	57.9	3739	36.7
1 SENIORITY RETAINED	7	36.8	6346	62.2
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	1	5.3	110	1.1
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	15	78.9	7611	76.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	4	21.1	2384	23.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

24 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	15	78.9	9145	89.7
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	4	21.1	1050	10.3
3 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	12	63.2	3790	37.2
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	3	15.8	3717	36.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	4	21.1	2688	26.4
TOTAL	19	100.0	10195	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	16	84.2	7661	75.1
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	3	15.8	2534	24.9
TOTAL	19	100.0	10195	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	11	57.9	6594	64.7
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	3	15.8	546	5.4
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	2	10.5	810	7.9
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	5.3	95	0.9
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	2	10.5	2150	21.1
TOTAL	19	100.0	10195	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	-	-	-	-
1 PROVISION	19	100.0	10195	100.0
TOTAL	19	100.0	10195	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	1	5.3	150	1.5
2 SERIES OF PLANS	17	89.5	9905	97.2
3 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

25 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	7	36.8	3263	32.0
1 IMMEDIATELY ON BEING EMPLOYED	1	5.3	160	1.6
2 ONE MONTH	1	5.3	110	1.1
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	1	5.3	86	0.8
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	8	42.1	5076	49.8
7 OTHER	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	17	89.5	9905	97.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - \$1.00 PER HOUR	1	5.3	150	1.5
7 MORE THAN \$1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	5.3	140	1.4
9 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	13	68.4	7741	75.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	3	15.8	1814	17.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
10 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	1	5.3	1500	14.7
1 100% OF PREMIUM	14	73.7	7895	77.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	1	5.3	160	1.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
10 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

26 TRADE, FINANCE, INSURANCE AND REAL ESTATE

FIELD 12-06 TYPE OF PAID SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	5	26.3	6302	61.8
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	4	21.1	715	7.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	9	47.4	3038	29.8
7 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	4	21.1	715	7.0
1 ONE TO SIX DAYS	6	31.6	3384	33.2
2 SEVEN TO TWELVE DAYS	3	15.8	285	2.8
3 THIRTEEN TO FIFTEEN DAYS	2	10.5	1654	16.2
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	1	5.3	2367	23.2
7 OTHER	3	15.8	1790	17.6
TOTAL	19	100.0	10195	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	11	57.9	5770	56.6
1 30 DAYS OR LESS	2	10.5	199	2.0
2 31 TO 90 DAYS	2	10.5	1000	9.8
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	5.3	66	0.6
9 OTHER	3	15.8	3140	30.8
TOTAL	19	100.0	10195	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	11	57.9	6620	64.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	10.5	175	1.7
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	5.3	1500	14.7
4 COMBINATION	1	5.3	110	1.1
5 OTHER	4	21.1	1790	17.6
TOTAL	19	100.0	10195	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	4	21.1	5517	54.1
1 100% OF PREMIUM	12	63.2	4028	39.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	1	5.3	100	1.0
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

27 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	3	15.8	5367	52.6
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	6	31.6	1706	16.7
4 39 WEEKS	-	-	-	-
5 52 WEEKS	3	15.8	353	3.5
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	5.3	150	1.5
8 OTHER	6	31.6	2619	25.7
TOTAL	19	100.0	10195	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	3	15.8	5367	52.6
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	1	5.3	160	1.6
5 PERCENTAGE OF EARNINGS	9	47.4	2855	28.0
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	10.5	504	4.9
7 VARIES ACCORDING TO EARNINGS	1	5.3	924	9.1
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	10.5	245	2.4
9 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	6	31.6	2900	28.4
1 PROVISION	13	68.4	7295	71.6
TOTAL	19	100.0	10195	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	1	5.3	1500	14.7
1 100% OF PREMIUM	12	63.2	6300	61.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	2	10.5	1660	16.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	5.3	95	0.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
9 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	1	5.3	1500	14.7
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	2	10.5	460	4.5
5 MORE THAN \$20,000	1	5.3	110	1.1
6 VARIES ACCORDING TO EARNINGS	7	36.8	5280	51.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	26.3	2445	24.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
9 OTHER	2	10.5	250	2.5
TOTAL	19	100.0	10195	100.0

28 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	7	36.8	4300	42.2
1 100% OF PREMIUM	8	42.1	2888	28.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	5.3	2367	23.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
10 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	7	36.8	4300	42.2
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	2	10.5	460	4.5
6 VARIES ACCORDING TO EARNINGS	4	21.1	1253	12.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	4	21.1	3892	38.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
9 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	1	5.3	1500	14.7
1 100% OF PREMIUM	14	73.7	7895	77.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	5.3	350	3.4
5 50% OF PREMIUM	1	5.3	160	1.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
9 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	2	10.5	3000	29.4
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	2	10.5	270	2.6
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	12	63.2	6285	61.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	5.3	350	3.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	5.3	150	1.5
7 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	5	26.3	1336	13.1
1 PROVISION	14	73.7	8859	86.9
TOTAL	19	100.0	10195	100.0

29 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	6	31.6	3703	36.3
1 UNION	4	21.1	1310	12.8
2 MANAGEMENT	4	21.1	1794	17.6
3 JOINT UNION MANAGEMENT ADMINISTRATION	3	15.8	1764	17.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	2	10.5	1624	15.9
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	10	52.6	4141	40.6
1 PROVISION	9	47.4	6054	59.4
TOTAL	19	100.0	10195	100.0
<u>SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES</u>				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	5.3	2367	23.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	8	42.1	3711	36.4
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	6	31.6	2263	22.2
4 BY UNION REPRESENTATIVE	2	10.5	1350	13.2
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	2	10.5	504	4.9
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	5	26.3	1321	13.0
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	2	10.5	1660	16.3
3 ONE WEEK	1	5.3	350	3.4
4 TEN DAYS	3	15.8	1764	17.3
5 TWO WEEKS	2	10.5	1350	13.2
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	4	21.1	3490	34.2
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	2	10.5	260	2.6
10 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	12	63.2	8115	79.6
1 PROVISION	7	36.8	2080	20.4
TOTAL	19	100.0	10195	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	18	94.7	10085	98.9
1 PROVISION	1	5.3	110	1.1
TOTAL	19	100.0	10195	100.0

30 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	14	73.7	7391	72.5
1 PROVISION	5	26.3	2804	27.5
TOTAL	19	100.0	10195	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	14	73.7	8321	81.6
1 PROVISION	5	26.3	1874	18.4
TOTAL	19	100.0	10195	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	5.3	140	1.4
1 SINGLE ARBITRATOR	3	15.8	2637	25.9
2 PERMANENT UMPIRE (NAMED)	1	5.3	825	8.1
3 TRIPARTITE BOARD	6	31.6	4014	45.3
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	8	42.1	1979	19.4
6 OTHER	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	16	84.2	9836	96.5
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	3	15.8	359	3.5
TOTAL	19	100.0	10195	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	18	94.7	10035	98.4
1 PROVISION	1	5.3	160	1.6
TOTAL	19	100.0	10195	100.0
SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	5	26.3	2203	21.6
1 JOINT SAFETY COMMITTEE	13	68.4	7852	77.0
2 OTHER	1	5.3	140	1.4
TOTAL	19	100.0	10195	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	5	26.3	2203	21.6
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	12	63.2	6958	68.2
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	5.3	924	9.1
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	1	5.3	110	1.1
TOTAL	19	100.0	10195	100.0

31 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	5	26.3	2203	21.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	8	42.1	4448	43.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	6	31.6	3544	34.8
TOTAL	19	100.0	10195	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	5	26.3	3100	30.4
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	13	68.4	6920	67.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	5.3	175	1.7
TOTAL	19	100.0	10195	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	14	73.7	8812	86.4
1 PROVISION	5	26.3	1383	13.6
TOTAL	19	100.0	10195	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	14	73.7	6682	65.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	2	10.5	1654	16.2
2 RESTRICTION ON HOURS/REST BREAKS	2	10.5	1034	10.1
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	5.3	825	8.1
TOTAL	19	100.0	10195	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	18	94.7	8695	85.3
1 PROVISION	1	5.3	1500	14.7
TOTAL	19	100.0	10195	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	15	78.9	8857	86.9
1 PROVISION	4	21.1	1338	13.1
TOTAL	19	100.0	10195	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	17	89.5	9161	89.9
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	2	10.5	1034	10.1
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	19	100.0	10195	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	19	100.0	10195	100.0
1 PROVISION	-	-	-	-
TOTAL	19	100.0	10195	100.0

32 TRADE, FINANCE, INSURANCE AND REAL ESTATE

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	15	78.9	6094	59.8
1 PROVISION	4	21.1	4101	40.2
TOTAL	19	100.0	10195	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	13	68.4	3944	38.7
1 PROVISION	6	31.6	6251	61.3
TOTAL	19	100.0	10195	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	5	26.3	1149	11.3
1 PROVISION	14	73.7	9046	88.7
TOTAL	19	100.0	10195	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	11	57.9	6127	60.1
1 PROVISION	8	42.1	4068	39.9
TOTAL	19	100.0	10195	100.0

PART I: g COMMUNITY, BUSINESS AND PERSONAL

(84 agreements covering 54,575 employees)



1 COMMUNITY, BUSINESS AND PERSONAL SERVICES

SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 SINGLE LOCAL - SINGLE EMPLOYER	71	84.5	20929	38.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	11	13.1	33238	60.9
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	1.2	325	0.6
4 MULTI-UNION AND SINGLE EMPLOYER	1	1.2	83	0.2
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	10	11.9	884	1.6
1 100 - 199 EMPLOYEES	32	38.1	4688	8.6
2 200 - 499 EMPLOYEES	26	31.0	7474	13.7
3 500 - 999 EMPLOYEES	8	9.5	5058	9.3
4 1000 - 4999 EMPLOYEES	5	6.0	6171	11.3
5 5000 - 9,999 EMPLOYEES	1	1.2	5500	10.1
6 10,000 OR MORE EMPLOYEES	2	2.4	24600	45.4
TOTAL	84	100.0	54575	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	84	100.0	54575	100.0
1 FEDERAL	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 1-04 SECTOR

0 PRIVATE	18	21.4	17042	31.2
1 PUBLIC	66	78.6	37533	68.8
TOTAL	84	100.0	54575	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	23	27.4	8221	15.1
1 MORE THAN 1 YEAR, LESS THAN 2	5	6.0	1968	3.6
2 2 YEARS	40	47.6	16639	30.5
3 MORE THAN 2 YEARS, LESS THAN 3	7	8.3	10947	20.1
4 3 YEARS	7	8.3	16090	29.5
5 MORE THAN 3 YEARS	1	1.2	320	0.6
6 OTHER	1	1.2	390	0.7
TOTAL	84	100.0	54575	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	19	22.6	4945	9.1
1 1ST HALF OF 1984	25	29.8	14587	26.7
2 2ND HALF OF 1984	16	19.0	19172	35.1
3 1ST HALF OF 1985	14	16.7	3460	6.3
4 2ND HALF OF 1985	9	10.7	12021	22.0
5 1ST HALF OF 1986	-	-	-	-
6 2ND HALF OF 1986	-	-	-	-
7 LATER THAN 1986	1	1.2	390	0.7
TOTAL	84	100.0	54575	100.0

2 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	3	3.6	595	1.1
1 OKANAGAN	1	1.2	873	1.6
2 SOUTHERN INTERIOR	1	1.2	125	0.2
3 LOWER COAST AND LOWER MAINLAND	47	56.0	15719	28.8
4 VANCOUVER ISLAND	14	16.7	3025	5.5
5 CENTRAL INTERIOR	4	4.8	1044	1.9
6 PEACE RIVER	1	1.2	172	0.3
7 NORTH WEST	2	2.4	202	0.4
8 TWO OR MORE REGIONS	11	13.1	32820	60.1
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	84	100.0	54575	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	18	21.4	5914	10.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	60	71.4	41428	75.9
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	4	4.8	6674	12.2
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	2	2.4	559	1.0
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	29	34.5	12870	23.6
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	3	3.6	1570	2.9
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	33	39.3	22847	41.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	4	4.8	3528	6.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	2.4	262	0.5
6 OTHER	13	15.5	13498	24.7
TOTAL	84	100.0	54575	100.0

FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	4	4.8	16649	30.5
1 CLOSED SHOP	5	6.0	923	1.7
2 UNION SHOP	36	42.9	9851	18.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	35	41.7	26272	48.1
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	4	4.8	880	1.6
6 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	41	48.8	10809	19.8
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	37	44.0	25687	47.1
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	6.0	17849	32.7
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	1	1.2	230	0.4
TOTAL	84	100.0	54575	100.0

3 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	23	27.4	8348	15.3
1 CROSS PICKET LINES	50	59.5	34117	62.5
2 HOT CARGOES	1	1.2	650	1.2
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	10	11.9	11460	21.0
5 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	4	4.8	865	1.6
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	56	66.7	37284	68.3
3 DEPARTMENT (BRANCH, DIVISION)	4	4.8	11980	22.0
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	15	17.9	3296	6.0
6 EMPLOYER AND CRAFT	3	3.6	660	1.2
7 COMBINATION OF THE ABOVE	1	1.2	250	0.5
8 OTHER	1	1.2	240	0.4
TOTAL	84	100.0	54575	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	5	6.0	1040	1.9
1 ONE CALENDAR MONTH	2	2.4	1600	2.9
2 TWO CALENDAR MONTHS	2	2.4	333	0.6
3 THREE CALENDAR MONTHS	27	32.1	28157	51.6
4 SIX CALENDAR MONTHS	13	15.5	5384	9.9
5 THIRTY WORKING DAYS	5	6.0	615	1.1
6 FORTY-FIVE WORKING DAYS	3	3.6	515	0.9
7 SIXTY WORKING DAYS	6	7.1	886	1.6
8 240 WORKING DAYS	-	-	-	-
9 OTHER	21	25.0	16045	29.4
TOTAL	84	100.0	54575	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	16	19.0	3757	6.9
1 STRAIGHT SENIORITY	2	2.4	391	0.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	21	25.0	15726	28.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	29	34.5	26890	49.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	15	17.9	7641	14.0
5 OTHER	1	1.2	170	0.3
TOTAL	84	100.0	54575	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	2	2.4	670	1.2
1 STRAIGHT SENIORITY	27	32.1	19615	35.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	33	39.3	28126	51.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	14.3	2094	3.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	9.5	3570	6.5
5 OTHER	2	2.4	500	0.9
TOTAL	84	100.0	54575	100.0

4 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	16	19.0	15492	28.4
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	3	3.6	650	1.2
3 72 HOURS	-	-	-	-
4 ONE WEEK	6	7.1	1234	2.3
5 TWO WEEKS	7	8.3	1917	3.5
6 ONE MONTH	4	4.8	1873	3.4
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	24	28.6	27186	49.8
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	2.4	1050	1.9
9 OTHER	22	26.2	5173	9.5
TOTAL	84	100.0	54575	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	9	10.7	1928	3.5
1 STRAIGHT SENIORITY	25	29.8	20639	38.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	36	42.9	28412	52.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	7.1	1115	2.0
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	7.1	1771	3.2
5 UNION HIRING HALL REFERRAL	1	1.2	250	0.5
6 OTHER	1	1.2	260	0.5
TOTAL	84	100.0	54575	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	17	20.2	5490	10.1
1 FAILURE TO REPORT WHEN NOTIFIED	8	9.5	16055	29.4
2 AFTER A SPECIFIED PERIOD OFF WORK	12	14.3	3673	6.7
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	47	56.0	29357	53.8
TOTAL	84	100.0	54575	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	19	22.6	19833	36.3
1 LESS THAN SIX MONTHS	4	4.8	2638	4.8
2 SIX MONTHS	8	9.5	11677	21.4
3 SEVEN TO TWELVE MONTHS	4	4.8	1260	2.3
4 TWELVE MONTHS	31	36.9	15225	27.9
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	5	6.0	1302	2.4
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	10.7	2032	3.7
8 NOT SPECIFIED OR INDEFINITE	3	3.6	511	0.9
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	1.2	97	0.2
TOTAL	84	100.0	54575	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	57	67.9	46020	84.3
1 UP TO 1 YEAR	3	3.6	1710	3.1
2 12 - 24 MONTHS	1	1.2	420	0.8
3 MORE THAN 24 MONTHS	1	1.2	90	0.2
4 VARIES BY TYPE OF INCAPACITATION	2	2.4	335	0.6
5 OTHER	20	23.8	6000	11.0
TOTAL	84	100.0	54575	100.0

5 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	56	66.7	29385	53.8
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	15	17.9	20611	37.8
3 SENIORITY RETAINED INDEFINITELY	10	11.9	4016	7.4
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	3	3.6	563	1.0
TOTAL	84	100.0	54575	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.

0 NO PROVISION	81	96.4	53930	98.8
1 FOR UNION OFFICIALS	2	2.4	495	0.9
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	1	1.2	150	0.3
TOTAL	84	100.0	54575	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	15	17.9	13368	24.5
1 PROVISION	69	82.1	41207	75.5
TOTAL	84	100.0	54575	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	68	81.0	48558	89.0
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	6	7.1	1445	2.6
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	10	11.9	4572	8.4
TOTAL	84	100.0	54575	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	81	96.4	53505	98.0
1 PROVISION	3	3.6	1070	2.0
TOTAL	84	100.0	54575	100.0

FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	39	46.4	35324	64.7
1 APPRENTICESHIP	7	8.3	2777	5.1
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	4	4.8	2935	5.4
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	4	4.8	564	1.0
4 1 AND 2	2	2.4	378	0.7
5 1 AND 3	2	2.4	570	1.0
6 2 AND 3	8	9.5	2190	4.0
7 1, 2 AND 3	1	1.2	196	0.4
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	4	4.8	5812	10.6
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	13	15.5	3829	7.0
TOTAL	84	100.0	54575	100.0

6 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	79	94.0	53216	97.5
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	1.2	170	0.3
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	3	3.6	1109	2.0
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	1.2	80	0.1
TOTAL	84	100.0	54575	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	80	95.2	52241	95.7
1 REDUCTION IN NORMAL HOURS OF WORK	2	2.4	1784	3.3
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	2.4	550	1.0
TOTAL	84	100.0	54575	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	29	34.5	32447	59.5
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	52	61.9	21787	39.9
3 RATE OF TEMPORARY JOB	3	3.6	341	0.6
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	74	88.1	51536	94.4
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	3.6	1362	2.5
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	3.6	1020	1.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.2	122	0.2
5 OTHER	3	3.6	535	1.0
TOTAL	84	100.0	54575	100.0

FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	83	98.8	54492	99.8
1 PROHIBITED	1	1.2	83	0.2
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	41	48.8	18927	34.7
1 UNION-MANAGEMENT CONSULTATION ONLY	8	9.5	1892	3.5
2 ARBITRATION IF CONSULTATION FAILS	33	39.3	33499	61.4
3 OTHER	2	2.4	257	0.5
TOTAL	84	100.0	54575	100.0

7 COMMUNITY, BUSINESS AND PERSONAL SERVICES

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 2 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	32	38.1	25786	47.2
1 LESS THAN THREE MONTHS	18	21.4	17908	32.8
2 THREE MONTHS	23	27.4	7366	13.5
3 SIX MONTHS	1	1.2	159	0.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	6	7.1	2501	4.6
6 OTHER	4	4.8	855	1.6
TOTAL	84	100.0	54575	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	44	52.4	29879	54.7
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	5	6.0	1236	2.3
2 CONSULTATION - DETAILS UNSPECIFIED	33	39.3	22700	41.6
3 OTHER	2	2.4	760	1.4
TOTAL	84	100.0	54575	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	55	65.5	32393	59.4
1 PROVISION	29	34.5	22182	40.6
TOTAL	84	100.0	54575	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	34	40.5	12951	23.7
1 STRAIGHT LAYOFF	4	4.8	15787	28.9
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	31	36.9	16152	29.6
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	1.2	5500	10.1
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	4	4.8	1861	3.4
5 COMBINATION	1	1.2	97	0.2
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	2	2.4	412	0.8
7 OTHER	7	8.3	1815	3.3
TOTAL	84	100.0	54575	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	59	70.2	39893	73.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	16	19.0	12481	22.9
3 TWO YEARS	1	1.2	90	0.2
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	5	6.0	1740	3.2
7 TEN YEARS	3	3.6	371	0.7
8 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

B COMMUNITY, BUSINESS AND PERSONAL SERVICES

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	52	61.9	38146	69.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	13	15.5	3105	5.7
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	2.4	293	0.5
3 VARIES ACCORDING TO LENGTH OF SERVICE	4	4.8	941	1.7
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	4	4.8	10855	19.9
5 OTHER	9	10.7	1235	2.3
TOTAL	84	100.0	54575	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	54	64.3	38905	71.3
1 LESS THAN 20 WEEKS' PAY	12	14.3	2200	4.0
2 20 - 25 WEEKS' PAY	4	4.8	511	0.9
3 26 - 29 WEEKS' PAY	3	3.6	502	0.9
4 30 - 51 WEEKS' PAY	1	1.2	159	0.3
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	9	10.7	12173	22.3
7 OTHER	1	1.2	125	0.2
TOTAL	84	100.0	54575	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	71	84.5	48490	88.9
1 LESS THAN THREE MONTHS	6	7.1	2128	3.9
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	5	6.0	2117	3.9
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	1.2	1600	2.9
5 BY LENGTH OF SERVICE	1	1.2	240	0.4
6 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	35	41.7	25811	47.3
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	28	33.3	7445	13.6
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	6	7.1	17030	31.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	12	14.3	3534	6.5
6 OTHER	3	3.6	755	1.4
TOTAL	84	100.0	54575	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	45	53.6	43252	79.3
1 COMPANY PROGRAM	9	10.7	2263	4.1
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	30	35.7	9060	16.6
5 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	84	100.0	54575	100.0
1 PROVISION	-	-	-	-
TOTAL	84	100.0	54575	100.0

9 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE				
0 NO PROVISION	84	100.0	54575	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	25	29.8	7849	14.4
1 WAGE ADJUSTMENT EVERY SIX MONTHS	2	2.4	460	0.8
2 WAGE ADJUSTMENT YEARLY	37	44.0	20223	37.1
3 IRREGULARLY SCHEDULED WAGE INCREASES	12	14.3	18413	33.7
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	1.2	500	0.9
5 OTHER	7	8.3	7130	13.1
TOTAL	84	100.0	54575	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	77	91.7	48221	88.4
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	2	2.4	291	0.5
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	3	3.6	303	0.6
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	2.4	570	10.6
TOTAL	84	100.0	54575	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	60	71.4	31653	58.0
1 SEVERANCE PAY PLAN	24	28.6	22922	42.0
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS; NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	84	100.0	54575	100.0
1 PROVISION	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS

0 NO PROVISION	66	78.6	33253	60.9
1 LESS THAN ONE YEAR	1	1.2	1200	2.2
2 ONE YEAR	6	7.1	10999	20.2
3 TWO YEARS	2	2.4	784	1.4
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	1	1.2	873	1.6
6 TEN YEARS	6	7.1	6754	12.4
7 OTHER	2	2.4	712	1.3
TOTAL	84	100.0	54575	100.0

10 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	62	73.8	32173	59.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	2.4	902	1.7
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	2.4	1377	2.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	7	8.3	17469	32.0
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1	1.2	160	0.3
6 OTHER	10	11.9	2494	4.6
TOTAL	84	100.0	54575	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	65	77.4	33305	61.0
1 LESS THAN 20 WEEKS' PAY	7	8.3	2912	5.3
2 20 WEEKS' PAY	3	3.6	5694	10.4
3 21 - 25 WEEKS' PAY	2	2.4	347	0.6
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	7	8.3	12317	22.6
7 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 6-08 COLA				
0 NO PROVISION	77	91.7	52705	96.6
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	6	7.1	1710	3.1
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	1.2	160	0.3
TOTAL	84	100.0	54575	100.0

FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	77	91.7	52705	96.6
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	3	3.6	1275	2.3
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	1.2	170	0.3
9 OTHER	3	3.6	425	0.8
TOTAL	84	100.0	54575	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	270	0.6
2 SEVEN HOURS	-	-	15105	31.9
3 7 1/4 HOURS	-	-	-	-
4 7 1/2 HOURS	-	-	9025	19.0
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	-	-	20716	43.7
7 MORE THAN EIGHT HOURS	-	-	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	-	-	2295	4.8
TOTAL	-	-	47411	100.0

11 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS NO. %	EMPLOYEES NO. %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	5786	80.8
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	46	0.6
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	106	1.5
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	1226	17.1
TOTAL	7164	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES		
0 NO PROVISION	594	1.3
1 THREE DAYS	-	-
2 FOUR DAYS	1200	2.5
3 FIVE DAYS	29689	62.6
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	14690	31.4
7 OTHER	1038	2.2
TOTAL	47411	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES		
0 NO PROVISION	78	1.1
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	6786	94.7
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	300	4.2
TOTAL	7164	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	100	0.2
1 LESS THAN 35 HOURS	270	0.6
2 35 HOURS	15164	32.0
3 37 1/2 HOURS	8996	19.0
4 40 HOURS	20586	43.4
5 MORE THAN 40 HOURS	-	-
6 OTHER	2295	4.8
TOTAL	47411	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES		
0 NO PROVISION	72	1.0
1 LESS THAN 35 HOURS	300	4.2
2 35 HOURS	5627	78.5
3 37 1/2 HOURS	178	2.5
4 40 HOURS	61	0.9
5 MORE THAN 40 HOURS	-	-
6 OTHER	926	12.9
TOTAL	7164	100.0

12 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	7	8.3	1372	2.5
1 TWO DAYS (CONSECUTIVE)	68	81.0	19906	36.5
2 TWO DAYS (NOT CONSECUTIVE)	1	1.2	5500	10.1
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	2.4	1299	2.4
7 OTHER	6	7.1	26498	48.0
TOTAL	84	100.0	54575	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	78	92.9	52015	95.3
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	6	7.1	2560	4.7
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	84	100.0	54575	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	20	23.8	6078	11.1
1 TWO FOR A TOTAL OF 20 MINUTES	9	10.7	12778	23.4
2 TWO FOR A TOTAL OF 30 MINUTES	45	53.6	18970	34.8
3 TWO FOR A TOTAL OF 40 MINUTES	1	1.2	86	0.2
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	3.6	1040	1.9
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	1.2	99	0.2
6 OTHER	5	6.0	15524	28.4
TOTAL	84	100.0	54575	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	38	45.2	16172	29.6
1 LESS THAN ONE DAY (24 HOURS)	1	1.2	420	0.8
2 ONE DAY (24 HOURS)	12	14.3	3305	6.1
3 MORE THAN ONE DAY LESS THAN THREE	13	15.5	14440	26.5
4 THREE DAYS TO LESS THAN SEVEN	4	4.8	1868	3.4
5 SEVEN TO FOURTEEN DAYS	12	14.3	16290	29.8
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.2	1200	2.2
8 OTHER	3	3.6	880	1.6
TOTAL	84	100.0	54575	100.0

FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	81	96.4	53580	98.2
1 PROVISION	3	3.6	995	1.8
TOTAL	84	100.0	54575	100.0

13 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	76	90.5	53185	97.5
1 PROVISION	8	9.5	1390	2.5
TOTAL	84	100.0	54575	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	80	95.2	53411	97.9
1 PROVISION	4	4.8	1164	2.1
TOTAL	84	100.0	54575	100.0

FIELD 7-15 COMPRESSED WORK WEEK

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	67	79.8	43131	79.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	3	3.6	753	1.3
4 TO COMMENCE DURING TERM OF AGREEMENT	3	3.6	7076	13.0
5 UNDER STUDY	2	2.4	212	0.4
6 OTHER	9	10.7	3423	6.3
TOTAL	84	100.0	54575	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 1 1/2 X	14	16.7	3125	5.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.2	255	0.5
2 1 1/2 X FOR TWO HOURS, THEN 2 X	27	32.1	8281	15.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	22	26.2	25008	45.8
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	6.0	1587	2.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	15	17.9	16319	29.9
6 2 X	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 1 1/2 X	34	40.5	8863	16.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	2.4	511	0.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	10.7	2819	5.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	5	6.0	754	1.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	4.8	1644	3.0
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	5	6.0	6907	12.7
6 2 X	21	25.0	17883	32.8
7 OTHER	4	4.8	15194	27.8
TOTAL	84	100.0	54575	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
0 NO PROVISION	14	16.7	3074	5.6
1 1 1/2 X	7	8.3	1655	3.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	3.6	1148	2.1
4 1 1/2 X FOR THREE HOURS, THEN 2 X	8	9.5	21096	38.7
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	6.0	2555	4.7
6 2 X	44	52.4	24197	44.3
7 OTHER	3	3.6	850	1.6
TOTAL	84	100.0	54575	100.0

14 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	14	16.7	3074	5.6
1 1 1/2 X	1	1.2	91	0.2
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.2	5500	10.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	2.4	495	0.9
5 2 X	58	69.0	29206	53.5
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	8	9.5	16209	29.7
TOTAL	84	100.0	54575	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	24	28.6	15910	29.2
1 PAY ONLY	16	19.0	3580	6.6
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	44	52.4	35085	64.3
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0
FIELD 8-06 RIGHT TO REFUSE				
0 NO PROVISION	55	65.5	30175	55.3
1 RIGHT TO REFUSE OVERTIME	24	28.6	8969	16.4
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	4	4.8	631	1.2
4 OTHER	1	1.2	14800	27.1
TOTAL	84	100.0	54575	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	64	76.2	49095	90.0
1 BASED ON SENIORITY	1	1.2	99	0.2
2 SHARED AMONG ALL EMPLOYEES	18	21.4	5266	9.6
3 OTHER	1	1.2	115	0.2
TOTAL	84	100.0	54575	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	79	94.0	50812	93.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	2	2.4	1455	2.7
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	1.2	500	0.9
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	2	2.4	1808	3.3
TOTAL	84	100.0	54575	100.0

15 COMMUNITY, BUSINESS AND PERSONAL SERVICES

AGREEMENTS
NO. %

EMPLOYEES
NO. %

FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY

0 NO PROVISION	79	94.0	50812	93.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	2	2.4	1455	2.7
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	1.2	500	0.9
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	2	2.4	1808	3.3
8 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	20	23.8	14674	26.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	2	2.4	1315	2.4
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	2.4	520	1.0
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	11	13.1	3463	6.3
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	19	22.6	24733	45.3
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	7	8.3	1726	3.2
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	12	14.3	4436	8.1
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.2	584	1.1
12 OTHER	10	11.9	3124	5.7
TOTAL	84	100.0	54575	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	52	61.9	35762	65.5
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	18	21.4	5170	9.5
2 ON DESIGNATED SHIFTS	7	8.3	1808	3.3
3 1 AND 2	2	2.4	590	1.1
4 OTHER	5	6.0	11245	20.6
TOTAL	84	100.0	54575	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	58	69.0	37056	67.9
1 LESS THAN \$4.00	1	1.2	450	0.8
2 \$4.00 TO \$4.99	1	1.2	180	0.3
3 \$5.00 TO \$5.99	1	1.2	1600	2.9
4 \$6.00 TO \$6.99	1	1.2	400	0.7
5 \$7.00 AND MORE	9	10.7	2252	4.1
6 MEAL PROVIDED	7	8.3	11450	21.0
7 OTHER	6	7.1	1187	2.2
TOTAL	84	100.0	54575	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.

0 NO PROVISION	74	88.1	46610	85.4
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	3	3.6	380	0.7
3 2 X	-	-	-	-
4 FLAT AMOUNT	1	1.2	420	0.8
5 OTHER	6	7.1	7165	13.1
TOTAL	84	100.0	54575	100.0

16 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	73	86.9	31157	57.1
1 PROVISION	11	13.1	23418	42.9
TOTAL	84	100.0	54575	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	68	81.0	49013	89.8
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	13	15.5	4582	8.4
3 PERCENTAGE OF REGULAR RATE	1	1.2	450	0.8
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	2.4	530	1.0
TOTAL	84	100.0	54575	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	41	48.8	21996	40.3
1 LESS THAN 20 CENTS PER HOUR	1	1.2	584	1.1
2 20 - 29 CENTS PER HOUR	7	8.3	1192	2.2
3 30 - 49 CENTS PER HOUR	10	11.9	3449	6.3
4 50 - 75 CENTS PER HOUR	13	15.5	22436	41.1
5 MORE THAN 75 CENTS PER HOUR	1	1.2	360	0.7
6 1/2 HOUR'S PAY PER SHIFT	4	4.8	902	1.7
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	4	4.8	2457	4.5
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	3	3.6	1199	2.2
TOTAL	84	100.0	54575	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	38	45.2	20760	38.0
1 LESS THAN 20 CENTS PER HOUR	1	1.2	140	0.3
2 20 - 29 CENTS PER HOUR	1	1.2	185	0.3
3 30 - 49 CENTS PER HOUR	13	15.5	3227	5.9
4 50 - 74 CENTS PER HOUR	17	20.2	24500	44.9
5 75 - \$1.00 PER HOUR	2	2.4	568	1.0
6 MORE THAN \$1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	1	1.2	86	0.2
8 ONE HOUR'S PAY PER SHIFT	2	2.4	694	1.3
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	5	6.0	2618	4.8
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	1.2	584	1.1
13 OTHER	3	3.6	1213	2.2
TOTAL	84	100.0	54575	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	55	65.5	34696	63.6
1 LESS THAN 20 CENTS	1	1.2	160	0.3
2 20 - 29 CENTS PER HOUR	1	1.2	1140	2.1
3 30 - 49 CENTS PER HOUR	1	1.2	170	0.3
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	4	4.8	11685	21.4
7 FLAT AMOUNT PER SHIFT	1	1.2	255	0.5
8 SPLIT SHIFT PROHIBITED	9	10.7	2979	5.5
9 OTHER	12	14.3	3490	6.4
TOTAL	84	100.0	54575	100.0

17 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	45	53.6	24313	44.5
1 PROVISION	39	46.4	30262	55.5
TOTAL	84	100.0	54575	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	79	94.0	33000	61.7
1 PROVISION	5	6.0	20915	38.3
TOTAL	84	100.0	54575	100.0

SECTION 9 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	4	4.8	604	1.1
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	1.2	390	0.7
3 TEN DAYS	6	7.1	2655	4.9
4 ELEVEN DAYS	66	78.6	48515	88.9
5 TWELVE DAYS	6	7.1	2286	4.2
6 THIRTEEN DAYS	1	1.2	125	0.2
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	35	41.7	26095	52.0
1 MINIMUM LENGTH OF SERVICE	14	16.7	3870	7.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	13	15.5	13632	25.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	2.4	2020	3.7
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	11	13.1	4535	8.3
7 OTHER	9	10.7	1823	3.3
TOTAL	84	100.0	54575	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	50	59.5	41675	76.4
1 LESS THAN ONE MONTH	16	19.0	4836	8.9
2 ONE MONTH	10	11.9	5254	9.6
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	4	4.8	1810	3.3
6 OTHER	4	4.8	1000	1.8
TOTAL	84	100.0	54575	100.0

18 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS NU.	%	EMPLOYEES NU.	%
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	14	16.7	8204	15.0
1 ANOTHER DAY OFF	1	1.2	270	0.5
2 1 1/2 X FUR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	12	14.3	26789	49.1
3 2 X FUR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	45	53.6	14864	27.2
4 2 1/2 X FUR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	2	2.4	580	1.1
5 OTHER	10	11.9	3868	7.1
TOTAL	84	100.0	54575	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	25	29.8	21280	39.0
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	46	54.8	28601	52.4
2 AN EXTRA DAY'S PAY	4	4.8	673	1.2
3 1 OR 2	9	10.7	4021	7.4
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	30	35.7	8394	15.4
1 ANOTHER PAID DAY OFF	47	56.0	44138	80.9
2 ANOTHER DAY'S PAY	1	1.2	100	0.2
3 1 OR 2	5	6.0	1703	3.1
4 NOT GRANTED	1	1.2	240	0.4
TOTAL	84	100.0	54575	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	23	27.4	30491	55.9
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	1.2	270	0.5
2 ONE WEEK AFTER 6 MONTHS	4	4.8	1805	3.3
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	47	56.0	16042	33.1
4 OTHER	9	10.7	3967	7.3
TOTAL	84	100.0	54575	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	3	3.6	1014	1.9
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	1.2	390	0.7
3 FOUR WEEKS	5	6.0	2242	4.1
4 FIVE WEEKS	12	14.3	12594	23.1
5 SIX WEEKS	46	54.8	15612	28.6
6 SEVEN WEEKS	3	3.6	417	0.8
7 EIGHT WEEKS	5	6.0	959	1.8
8 OTHER	9	10.7	21347	39.1
TOTAL	84	100.0	54575	100.0

19 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	2	2.4	320	0.6
1 MINIMUM GREATER THAN THREE WEEKS	15	17.9	22708	41.6
2 ONE YEAR OF SERVICE	31	36.9	10100	18.5
3 TWO YEARS	13	15.5	4428	8.1
4 THREE YEARS	14	16.7	13537	24.6
5 FOUR YEARS	6	9.5	3235	5.9
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	1	1.2	247	0.5
TOTAL	84	100.0	54575	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

0 NO PROVISION	8	9.5	2236	4.1
1 ONE YEAR OF SERVICE	11	13.1	21429	39.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	2	2.4	211	0.4
5 FIVE YEARS	10	11.9	4115	7.5
6 SIX YEARS	10	11.9	1917	3.5
7 SEVEN YEARS	17	20.2	16310	29.9
8 EIGHT YEARS	12	14.3	3118	5.7
9 NINE YEARS	6	7.1	1329	2.4
10 TEN YEARS	7	8.3	2770	5.1
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	1.2	1140	2.1
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	84	100.0	54575	100.0

20 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	14	16.7	4569	8.4
1 ONE YEAR OF SERVICE	3	3.6	499	0.9
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	1.2	86	0.2
8 EIGHT YEARS	3	3.6	3043	5.6
9 NINE YEARS	8	9.5	21049	38.6
10 TEN YEARS	2	2.4	183	0.3
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	9	10.7	2022	3.7
13 THIRTEEN YEARS	1	1.2	270	0.5
14 FOURTEEN YEARS	8	9.5	2127	3.9
15 FIFTEEN YEARS	17	20.2	5139	9.4
16 SIXTEEN YEARS	8	9.5	2089	3.8
17 SEVENTEEN YEARS	3	3.6	799	1.5
18 EIGHTEEN YEARS	4	4.8	1100	2.0
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	3	3.6	11600	21.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	25	29.8	17038	31.2
1 ONE YEAR OF SERVICE	4	4.8	624	1.1
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	1.2	86	0.2
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	1	1.2	85	0.2
14 FOURTEEN YEARS	7	8.3	20924	38.3
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	1.2	294	0.5
18 EIGHTEEN YEARS	4	4.8	3166	5.8
19 NINETEEN YEARS	2	2.4	267	0.5
20 TWENTY YEARS	11	13.1	2396	4.4
21 TWENTY-ONE YEARS	2	2.4	950	1.7
22 TWENTY-TWO YEARS	9	10.7	2833	5.2
23 TWENTY-THREE YEARS	3	3.6	1698	3.1
24 TWENTY-FOUR YEARS	7	8.3	1332	2.4
25 TWENTY-FIVE YEARS	4	4.8	977	1.8
26 TWENTY-SIX YEARS	1	1.2	450	0.8
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	1.2	255	0.5
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	1.2	1200	2.2
TOTAL	84	100.0	54575	100.0

21 COMMUNITY, BUSINESS AND PERSONAL SERVICES

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

0 NO PROVISION	71	84.5	32650	59.8
1 ONE YEAR OF SERVICE	3	3.6	499	0.9
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	6	7.1	20754	38.0
19 NINETEEN YEARS	1	1.2	85	0.2
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	1.2	172	0.3
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	2	2.4	415	0.8
TOTAL	84	100.0	54575	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

0 NO PROVISION	72	85.7	32607	59.7
1 ONE YEAR OF SERVICE	5	6.0	959	1.6
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	6	7.1	20754	38.0
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	1.2	255	0.5
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	84	100.0	54575	100.0

22 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	12	14.3	17595	32.2
1 REGULAR PAY	29	34.5	14401	26.5
2 PERCENTAGE OF YEARLY GROSS EARNINGS	29	34.5	19805	36.3
3 1 OR 2, WHICHEVER IS GREATER	12	14.3	2440	4.5
4 OTHER	2	2.4	274	0.5
TOTAL	84	100.0	54575	100.0

FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	47	56.0	27821	51.0
1 WITH LIMITATIONS	33	39.3	16201	29.7
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	2	2.4	10270	18.8
4 OTHER	2	2.4	283	0.5
TOTAL	84	100.0	54575	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	69	82.1	31059	56.9
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	15	17.9	23510	43.1
3 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	5	6.0	1815	3.3
1 ONE DAY	-	-	-	-
2 TWO DAYS	1	1.2	700	1.3
3 THREE DAYS	31	36.9	27165	49.8
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	25	29.8	5146	9.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	18	21.4	18235	33.4
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	2.4	670	1.2
8 OTHER	2	2.4	844	1.5
TOTAL	84	100.0	54575	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	11	13.1	3930	7.2
1 PROVISION FOR FULL REGULAR PAY	73	86.9	50645	92.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	11	13.1	3859	7.1
1 PAID LEAVE	2	2.4	479	0.9
2 UNPAID LEAVE	23	27.4	21863	40.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	47	56.0	28159	51.6
4 OTHER	1	1.2	215	0.4
TOTAL	84	100.0	54575	100.0

23 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	66	78.0	35737	65.5
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	1.2	294	0.5
2 ONE DAY	-	-	-	-
3 TWO DAYS	11	13.1	2236	4.1
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	3	3.6	15040	27.6
6 FIVE DAYS	3	3.6	1268	2.3
7 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

0 NO PROVISION	69	82.1	51563	94.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	12	14.3	2512	4.6
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	3	3.6	480	0.9
TOTAL	84	100.0	54575	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION
(BASIC LEAVE)

0 NO PROVISION	12	14.3	14385	26.4
1 17 WEEKS	7	8.3	2868	5.3
2 18 WEEKS	21	25.0	11150	20.4
3 19 - 25 WEEKS	20	23.8	4580	8.4
4 26 WEEKS	12	14.3	17352	31.8
5 27 - 32 WEEKS	4	4.8	1004	1.8
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	2.4	1700	3.1
7 NOT SPECIFIED, CANNOT DETERMINE	1	1.2	100	0.2
8 OTHER	5	6.0	1436	2.6
TOTAL	84	100.0	54575	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

0 NO PROVISION	83	98.8	53217	97.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	1	1.2	1358	2.5
4 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

0 NO PROVISION	36	42.9	20272	37.1
1 SENIORITY RETAINED	26	31.0	8527	15.6
2 SENIORITY ACCUMULATED	15	17.9	17736	32.5
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	4	4.8	7388	13.5
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	2	2.4	250	0.5
5 OTHER	1	1.2	400	0.7
TOTAL	84	100.0	54575	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

0 NO PROVISION	57	67.9	33362	61.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	16	19.0	18120	33.2
3 TWO DAYS	4	4.8	1265	2.3
4 THREE DAYS	2	2.4	315	0.6
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	5	6.0	1513	2.8
TOTAL	84	100.0	54575	100.0

24 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	42	50.0	25091	46.0
1 PAID LEAVE	3	3.6	525	1.0
2 UNPAID LEAVE	38	45.2	28639	52.5
3 OTHER	1	1.2	320	0.6
TOTAL	84	100.0	54575	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	38	45.2	12257	22.5
1 LEAVE WITH FULL PAY	10	11.9	17527	32.1
2 LEAVE WITH PARTIAL PAY	3	3.6	1003	1.8
3 LEAVE WITHOUT PAY	11	13.1	16379	33.7
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	5	6.0	1135	2.1
5 OTHER	17	20.2	4274	7.8
TOTAL	84	100.0	54575	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	53	63.1	33199	60.8
1 ONE DAY	2	2.4	270	0.5
2 TWO DAYS	3	3.6	15137	27.7
3 THREE DAYS	2	2.4	391	0.7
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	1.2	99	0.2
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	13	15.5	2365	4.3
7 OTHER	10	11.9	3114	5.7
TOTAL	84	100.0	54575	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	42	50.0	36546	67.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	14	16.7	4079	7.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	14	16.7	5848	10.7
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	2.4	177	0.3
4 MENTIONED BUT NOT SPECIFIED	2	2.4	265	0.5
5 OTHER	10	11.9	7660	14.0
TOTAL	84	100.0	54575	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	17	20.2	14802	27.1
1 PROVISION	67	79.8	39773	72.9
TOTAL	84	100.0	54575	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS**FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE**

0 NO PROVISION	3	3.6	620	1.1
1 HEALTH AND WELFARE FUND	8	9.5	12970	23.8
2 SERIES OF PLANS	73	86.9	40985	75.1
3 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

25 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	37	44.0	18610	34.1
1 IMMEDIATELY ON BEING EMPLOYED	5	6.0	2315	4.2
2 ONE MONTH	3	3.6	320	0.6
3 THREE MONTHS	6	7.1	6531	12.0
4 SIX MONTHS	4	4.8	1835	3.4
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	21	25.0	22992	42.1
7 OTHER	8	9.5	1972	3.6
TOTAL	84	100.0	54575	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	76	90.5	41605	76.2
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	3.6	2055	3.8
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	5	6.0	10915	20.0
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - \$1.00 PER HOUR	-	-	-	-
7 MORE THAN \$1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	5	6.0	1064	1.9
1 100% OF PREMIUM	33	39.3	25914	47.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.4	221	0.4
3 75% OF PREMIUM	10	11.9	3176	5.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	15	17.9	5717	10.5
5 50% OF PREMIUM	11	13.1	5428	9.9
6 LESS THAN 50% OF PREMIUM	1	1.2	170	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	8.3	12885	23.6
10 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	11	13.1	1964	3.6
1 100% OF PREMIUM	30	35.7	28506	52.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.4	221	0.4
3 75% OF PREMIUM	9	10.7	2976	5.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	13	15.5	5032	9.2
5 50% OF PREMIUM	9	10.7	2585	4.7
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.2	160	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
10 OTHER	1	1.2	161	0.3
TOTAL	84	100.0	54575	100.0

26 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	13	15.5	14953	27.4
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	55	65.5	36152	66.2
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	1	1.2	125	0.2
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.\$5 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	2	2.4	325	0.6
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	11	13.1	2539	4.7
7 OTHER	2	2.4	481	0.9
TOTAL	84	100.0	54575	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	15	17.9	15307	28.0
1 ONE TO SIX DAYS	8	9.5	2391	4.4
2 SEVEN TO TWELVE DAYS	5	6.0	1140	2.1
3 THIRTEEN TO FIFTEEN DAYS	9	10.7	4399	8.1
4 SIXTEEN TO EIGHTEEN DAYS	34	40.5	27257	49.9
5 NINETEEN OR MORE DAYS	8	9.5	3122	5.7
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	5	6.0	959	1.8
TOTAL	84	100.0	54575	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	31	36.9	18965	34.8
1 30 DAYS OR LESS	3	3.6	405	0.7
2 31 TO 90 DAYS	3	3.6	1197	2.2
3 91 TO 120 DAYS	5	6.0	1246	2.3
4 121 TO 150 DAYS	10	11.9	2573	4.7
5 151 TO 200 DAYS	18	21.4	26276	48.1
6 201 TO 250 DAYS	3	3.6	446	0.8
7 MORE THAN 250 DAYS, BUT LIMITED	4	4.8	1472	2.7
8 UNLIMITED ACCUMULATION	3	3.6	1106	2.0
9 OTHER	4	4.8	689	1.3
TOTAL	84	100.0	54575	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	46	54.8	40525	74.3
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	3	3.6	805	1.5
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	5	6.0	2219	4.1
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	24	28.6	10147	18.6
4 COMBINATION	1	1.2	150	0.3
5 OTHER	5	6.0	729	1.3
TOTAL	84	100.0	54575	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	67	79.8	49217	90.2
1 100% OF PREMIUM	9	10.7	2459	4.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.2	584	1.1
3 75% OF PREMIUM	1	1.2	125	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	2.4	1295	2.4
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	1	1.2	260	0.5
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.6	635	1.2
9 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

27 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	67	79.6	49716	91.1
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	4	4.8	1304	2.4
4 39 WEEKS	-	-	-	-
5 52 WEEKS	4	4.8	618	1.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	4.8	765	1.4
8 OTHER	5	6.0	2152	3.9
TOTAL	84	100.0	54575	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	67	79.6	49716	91.1
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	3	3.6	1850	3.4
5 PERCENTAGE OF EARNINGS	10	11.9	2119	3.9
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	3.6	600	1.2
9 OTHER	1	1.2	230	0.4
TOTAL	84	100.0	54575	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	50	59.5	25341	46.4
1 PROVISION	34	40.5	29234	53.6
TOTAL	84	100.0	54575	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	12	14.3	2125	3.9
1 100% OF PREMIUM	39	46.4	28341	51.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	8	9.5	2576	4.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	6.0	2200	4.0
5 50% OF PREMIUM	8	9.5	2461	4.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.4	2958	5.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
9 OTHER	2	2.4	944	1.7
TOTAL	84	100.0	54575	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	13	15.5	2310	4.2
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	4	4.8	1966	3.6
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	1	1.2	300	0.5
5 MORE THAN \$20,000	16	19.0	23413	42.9
6 VARIES ACCORDING TO EARNINGS	13	15.5	3673	6.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	26	31.0	8649	15.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
9 OTHER	3	3.6	1294	2.4
TOTAL	84	100.0	54575	100.0

28 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	52	61.9	30267	55.5
1 100% OF PREMIUM	17	20.2	8560	15.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	2.4	1295	2.4
5 50% OF PREMIUM	4	4.8	1123	2.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
10 OTHER	1	1.2	360	0.7
TOTAL	84	100.0	54575	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	53	63.1	30350	55.6
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	4	4.8	2070	3.8
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	-	-	-	-
5 MORE THAN \$20,000	6	7.1	6326	11.6
6 VARIES ACCORDING TO EARNINGS	7	8.3	2196	4.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	6	7.1	663	1.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
9 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	8	9.5	1379	2.5
1 100% OF PREMIUM	31	36.9	26163	47.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	3.6	539	1.0
3 75% OF PREMIUM	13	15.5	4355	8.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	8.3	3002	5.5
5 50% OF PREMIUM	12	14.3	5904	10.8
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.2	172	0.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
9 OTHER	1	1.2	91	0.2
TOTAL	84	100.0	54575	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	8	9.5	1590	2.9
1 BASIC (A)	3	3.6	1518	2.8
2 BASIC AND EXTENDED (A AND B)	14	16.7	5341	9.8
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	36	42.9	28813	52.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	15	17.9	4343	8.0
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	9.5	12970	23.8
7 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	32	38.1	13532	24.8
1 PROVISION	52	61.9	41043	75.2
TOTAL	84	100.0	54575	100.0

29 COMMUNITY, BUSINESS AND PERSONAL SERVICES

FIELD 12-21 ADMINISTRATION OF PENSION FUND

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	46	54.8	20123	36.9
1 UNION	3	3.6	10430	19.1
2 MANAGEMENT	1	1.2	83	0.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	2.4	764	1.4
4 ADMINISTERED BY SEPARATE TRUSTEES	1	1.2	172	0.3
5 MUNICIPAL/PROVINCIAL GOVERNMENT	29	34.5	22291	40.8
6 OTHER	2	2.4	712	1.3
TOTAL	84	100.0	54575	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	45	53.6	41592	76.2
1 PROVISION	39	46.4	12983	23.8
TOTAL	84	100.0	54575	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	1	1.2	694	1.3
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	11	13.1	8208	15.0
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	22	26.2	7660	14.0
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	31	36.9	32150	58.9
4 BY UNION REPRESENTATIVE	1	1.2	161	0.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	15	17.9	4894	9.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	2.4	308	0.6
8 OTHER	1	1.2	500	0.9
TOTAL	84	100.0	54575	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	14	16.7	4148	7.6
1 72 HOURS OR LESS	3	3.6	419	0.8
2 FIVE DAYS	8	9.5	2036	3.7
3 ONE WEEK	5	6.0	1806	3.3
4 TEN DAYS	16	19.0	13770	25.2
5 TWO WEEKS	14	16.7	23990	44.0
6 THREE WEEKS	1	1.2	200	0.4
7 ONE MONTH	9	10.7	3881	7.1
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	1.2	300	0.7
10 OTHER	13	15.5	3965	7.3
TOTAL	84	100.0	54575	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	55	65.5	23991	44.0
1 PROVISION	29	34.5	30584	56.0
TOTAL	84	100.0	54575	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	83	98.8	54379	99.6
1 PROVISION	1	1.2	196	0.4
TOTAL	84	100.0	54575	100.0

30 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	54	64.3	44715	81.9
1 PROVISION	30	35.7	9860	18.1
TOTAL	84	100.0	54575	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	65	77.4	43814	80.3
1 PROVISION	19	22.6	10761	19.7
TOTAL	84	100.0	54575	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	20	23.8	9532	17.5
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	41	48.8	12792	23.4
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	23	27.4	32251	59.1
6 OTHER	-	-	-	-
TOTAL	84	100.0	54575	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	80	95.2	52681	96.5
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	4	4.8	1894	3.5
TOTAL	84	100.0	54575	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	72	85.7	42527	77.9
1 PROVISION	12	14.3	12048	22.1
TOTAL	84	100.0	54575	100.0
<u>SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH</u>				
FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	29	34.5	16833	30.8
1 JOINT SAFETY COMMITTEE	52	61.9	36963	67.7
2 OTHER	3	3.6	779	1.4
TOTAL	84	100.0	54575	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	31	36.9	17112	31.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	35	41.7	31700	58.1
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	4	4.8	2475	4.5
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.2	420	0.8
4 RIGHT TO UNDERTAKE INSPECTIONS	2	2.4	308	0.6
5 COMBINATION OF 2 AND 3	1	1.2	122	0.2
6 COMBINATION OF 2 AND 4	4	4.8	977	1.8
7 COMBINATION OF 2, 3 AND 4	3	3.6	1109	2.0
8 OTHER	3	3.6	352	0.6
TOTAL	84	100.0	54575	100.0

31 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	32	38.1	17272	31.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	36	42.9	31996	58.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	16	19.0	5307	9.7
TOTAL	84	100.0	54575	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	52	61.9	44750	82.0
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	28	33.3	7486	13.7
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	2	2.4	239	0.4
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	1	1.2	1600	2.9
4 OTHER	1	1.2	500	0.9
TOTAL	84	100.0	54575	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	54	64.3	44411	81.4
1 PROVISION	30	35.7	10164	18.6
TOTAL	84	100.0	54575	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	65	77.4	49398	90.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	3	3.6	536	1.0
2 RESTRICTION ON HOURS/REST BREAKS	1	1.2	300	0.5
3 COMBINATION OF 1 AND 2	10	11.9	3260	6.0
4 OTHER	5	6.0	1081	2.0
TOTAL	84	100.0	54575	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	82	97.6	52850	96.8
1 PROVISION	2	2.4	1725	3.2
TOTAL	84	100.0	54575	100.0
<u>SECTION 15 - MISCELLANEOUS PROVISIONS</u>				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	34	40.5	23717	43.5
1 PROVISION	50	59.5	30858	56.5
TOTAL	84	100.0	54575	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	61	72.6	47780	87.5
1 POLICY STATEMENT ONLY	4	4.8	2163	4.0
2 POLICY AND/OR COMPLAINT PROCEDURE	19	22.6	4632	8.5
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	84	100.0	54575	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	80	95.2	51157	93.7
1 PROVISION	4	4.8	3418	6.3
TOTAL	84	100.0	54575	100.0

32 COMMUNITY, BUSINESS AND PERSONAL SERVICES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	65	77.4	46321	88.5
1 PROVISION	19	22.6	6254	11.5
TOTAL	84	100.0	54575	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	75	89.3	52386	96.0
1 PROVISION	9	10.7	2189	4.0
TOTAL	84	100.0	54575	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	31	36.9	20633	37.8
1 PROVISION	53	63.1	33942	62.2
TOTAL	84	100.0	54575	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	60	71.4	47747	87.5
1 PROVISION	24	28.6	6828	12.5
TOTAL	84	100.0	54575	100.0

PART I: h PUBLIC ADMINISTRATION

(24 agreements covering 41,939 employees)



AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

0 SINGLE LOCAL - SINGLE EMPLOYER	20	83.3	9336	22.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	8.3	403	1.0
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	8.3	32200	76.8
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	1	4.2	95	0.2
1 100 - 199 EMPLOYEES	11	45.8	1491	3.6
2 200 - 499 EMPLOYEES	6	25.0	1542	3.7
3 500 - 999 EMPLOYEES	3	12.5	1872	4.5
4 1000 - 4999 EMPLOYEES	2	8.3	5339	12.7
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	17	70.8	34963	83.4
1 FEDERAL	7	29.2	6976	16.6
TOTAL	24	100.0	41939	100.0

FIELD 1-04 SECTOR

0 PRIVATE	-	-	-	-
1 PUBLIC	24	100.0	41939	100.0
TOTAL	24	100.0	41939	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	2	8.3	386	0.9
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	14	58.3	40314	96.1
3 MORE THAN 2 YEARS, LESS THAN 3	1	4.2	280	0.7
4 3 YEARS	7	29.2	959	2.3
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	7	29.2	1706	4.1
1 1ST HALF OF 1984	1	4.2	4156	9.9
2 2ND HALF OF 1984	7	29.2	2263	5.4
3 1ST HALF OF 1985	3	12.5	1625	3.9
4 2ND HALF OF 1985	5	20.8	32089	76.5
5 1ST HALF OF 1986	1	4.2	100	0.2
6 2ND HALF OF 1986	-	-	-	-
7 LATER THAN 1986	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

0 EAST AND WEST ROUTENAYS	1	4.2	100	0.2
1 OKANAGAN	1	4.2	143	0.3
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	7	29.2	1554	3.7
4 VANCOUVER ISLAND	5	20.8	779	1.9
5 CENTRAL INTERIOR	1	4.2	600	1.4
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	1	4.2	187	0.4
8 TWO OR MORE REGIONS	5	20.8	3369	81.0
9 INTER-PROVINCIAL	3	12.5	4607	11.0
TOTAL	24	100.0	41939	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	8	33.3	3432	8.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	14	58.3	38191	91.1
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	1	4.2	187	0.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	1	4.2	129	0.3
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	13	54.2	2546	6.1
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	4	16.7	37079	88.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	4.2	260	0.6
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	12.5	460	1.1
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	3	12.5	1594	3.8
TOTAL	24	100.0	41939	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	7	29.2	6976	16.6
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	9	37.5	2106	5.0
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	7	29.2	32597	77.7
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	1	4.2	260	0.6
TOTAL	24	100.0	41939	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	1	4.2	289	0.7
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	9	37.5	2106	5.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	9	37.5	37013	88.3
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	20.8	2531	6.0
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES,
HANDLE HOT CARGOES, ETC.

0 NO PROVISION	12	50.0	7690	18.3
1 CROSS PICKET LINES	10	41.7	33884	80.8
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	2	8.3	365	0.9
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	9	37.5	7400	17.6
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	9	37.5	1716	4.1
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	5	20.8	1223	2.9
6 EMPLOYER AND CRAFT	1	4.2	31600	75.3
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	7	29.2	6976	16.6
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	10	41.7	2321	5.5
4 SIX CALENDAR MONTHS	4	16.7	32119	76.6
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	3	12.5	523	1.2
TOTAL	24	100.0	41939	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	7	29.2	6976	16.6
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	16.7	698	1.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	29.2	1941	4.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	20.8	32195	76.8
5 OTHER	1	4.2	129	0.3
TOTAL	24	100.0	41939	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	8	33.3	7086	16.9
1 STRAIGHT SENIORITY	6	25.0	1522	3.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	7	29.2	1541	3.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	4.2	260	0.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	4.2	130	0.3
5 OTHER	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

0 NO PROVISION	13	54.2	8472	20.2
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	1	4.2	143	0.3
5 TWO WEEKS	3	12.5	325	0.8
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	7	29.2	32999	78.7
TOTAL	24	100.0	41939	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	10	41.7	7310	17.4
1 STRAIGHT SENIORITY	1	4.2	178	0.4
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	41.7	2401	5.9
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	4.2	260	0.6
4 SENIORITY CONSIDERED WITH OTHER FACTORS	1	4.2	130	0.3
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	10	41.7	7310	17.4
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	4	16.7	943	2.2
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	10	41.7	33686	80.3
TOTAL	24	100.0	41939	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	10	41.7	7310	17.4
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	3	12.5	684	1.6
3 SEVEN TO TWELVE MONTHS	2	8.3	736	1.8
4 TWELVE MONTHS	6	25.0	32410	77.3
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	-	-	-	-
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	12.5	799	1.9
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	21	87.5	41623	99.2
1 UP TO 1 YEAR	2	8.3	216	0.5
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	4.2	100	0.2
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

0 NO PROVISION	20	83.3	40503	96.6
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	2	8.3	787	1.9
3 SENIORITY RETAINED INDEFINITELY	2	8.3	649	1.5
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	21	87.5	41623	99.2
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	8.3	216	0.5
3 COMBINATION OF ALTERNATIVES	1	4.2	100	0.2
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	7	29.2	6976	16.6
1 PROVISION	17	70.8	34963	83.4
TOTAL	24	100.0	41939	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	18	75.0	9199	21.9
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	4	16.7	31953	76.2
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	8.3	787	1.9
TOTAL	24	100.0	41939	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	23	95.8	41629	99.7
1 PROVISION	1	4.2	110	0.3
TOTAL	24	100.0	41939	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	13	54.2	3976	9.5
1 APPRENTICESHIP	2	8.3	621	1.5
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	8.3	323	0.8
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	4.2	4156	9.9
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	1	4.2	280	0.7
7 1, 2 AND 3	3	12.5	32344	77.1
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	2	8.3	239	0.6
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	24	100.0	41939	100.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	24	100.0	41939	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	7	29.2	2776	6.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	15	62.5	34284	81.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	8.3	4879	11.6
TOTAL	24	100.0	41939	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	22	91.7	41772	99.6
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	4.2	95	0.2
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	4.2	72	0.2
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	19	79.2	36560	87.2
1 PROHIBITED	2	8.3	390	0.9
2 PERMITTED - WITH RESTRICTIONS	3	12.5	4989	11.9
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	12	50.0	8185	19.5
1 UNION-MANAGEMENT CONSULTATION ONLY	2	8.3	852	2.0
2 ARBITRATION IF CONSULTATION FAILS	10	41.7	32902	78.5
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	9	37.5	33964	81.0
1 LESS THAN THREE MONTHS	13	54.2	7750	18.5
2 THREE MONTHS	1	4.2	130	0.3
3 SIX MONTHS	-	-	-	-
4 MORE THAN SIX MONTHS	1	4.2	95	0.2
5 NOTICE MENTIONED - TIME NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	8	33.3	33042	80.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	16	66.7	6297	19.8
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	17	70.8	8769	20.9
1 PROVISION	7	29.2	33170	79.1
TOTAL	24	100.0	41939	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	15	62.5	40017	95.4
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.O.B.	7	29.2	1382	3.3
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.O.B./SEVERANCE)	-	-	-	-
5 COMBINATION	1	4.2	260	0.6
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	4.2	280	0.7
7 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	17	70.8	40557	96.7
1 LESS THAN ONE YEAR	4	16.7	503	1.2
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	1	4.2	600	1.4
6 FIVE YEARS	1	4.2	143	0.3
7 TEN YEARS	1	4.2	136	0.3
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	17	70.8	40557	96.7
1 ONE WEEK'S PAY PER YEAR OF SERVICE	1	4.2	143	0.3
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	3	12.5	573	2.1
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	3	12.5	366	0.9
TOTAL	24	100.0	41939	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	18	75.0	41157	98.1
1 LESS THAN 20 WEEKS' PAY	2	8.3	243	0.6
2 20 - 25 WEEKS' PAY	1	4.2	130	0.3
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 31 WEEKS' PAY	-	-	-	-
5 32 WEEK'S PAY OR MORE	2	8.3	273	0.7
6 NO MAXIMUM	1	4.2	136	0.3
7 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	21	87.5	41144	98.1
1 LESS THAN THREE MONTHS	2	8.3	700	1.7
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	4.2	95	0.2
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	15	62.5	40507	96.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	6	25.0	936	2.2
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	1	4.2	136	0.3
5 COMBINATION OF ABOVE ALTERNATIVES	2	8.3	360	0.9
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	17	70.8	40965	97.7
1 COMPANY PROGRAM	1	4.2	136	0.3
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	6	25.0	836	2.0
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REUPENER

0 NO PROVISION	24	100.0	41939	100.0
1 PROVISION	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATION ALLOWANCE

0 NO PROVISION	24	100.0	41939	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	2	8.3	386	0.9
1 WAGE ADJUSTMENT EVERY SIX MONTHS	3	12.5	402	1.0
2 WAGE ADJUSTMENT YEARLY	10	41.7	3477	8.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	7	29.2	30845	87.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	4.2	549	1.3
5 OTHER	1	4.2	280	0.7
TOTAL	24	100.0	41939	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	23	95.8	41829	99.7
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	4.2	110	0.3
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	14	58.3	3059	7.3
1 SEVERANCE PAY PLAN	10	41.7	38880	92.7
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	24	100.0	41939	100.0
1 PROVISION	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	18	75.0	36752	87.6
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	4	16.7	4908	11.7
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	1	4.2	143	0.3
7 OTHER	1	4.2	136	0.3
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	14	58.3	3059	7.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	8.3	4299	10.3
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 ON 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	4.2	31600	75.3
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	7	29.2	2981	7.1
TOTAL	24	100.0	41939	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	14	58.3	3059	7.3
1 LESS THAN 20 WEEKS' PAY	1	4.2	143	0.3
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	5	20.8	36942	88.1
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	4	16.7	1795	4.3
TOTAL	24	100.0	41939	100.0

FIELD 6-08 COLA

0 NO PROVISION	20	83.3	40807	97.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	4	16.7	1132	2.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	20	83.3	40807	97.3
1 AUTOMATIC MONTHLY ADJUSTMENT	1	4.2	187	0.4
2 AUTOMATIC QUARTERLY ADJUSTMENT	1	4.2	260	0.6
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	4.2	136	0.3
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	1	4.2	549	1.3
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	21488	82.7
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	1266	4.9
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	2884	11.1
7 MORE THAN EIGHT HOURS	239	0.9
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	105	0.4
TOTAL	25982	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	10893	68.3
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	5039	31.6
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	-	-
7 MORE THAN EIGHT HOURS	25	0.2
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	-	-
TOTAL	15957	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	110	0.4
3 FIVE DAYS	25638	98.7
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	129	0.5
7 OTHER	105	0.4
TOTAL	25982	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	15952	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	5	0.0
7 OTHER	-	-
TOTAL	15957	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	21488	82.7
3 37 1/2 HOURS	1186	4.6
4 40 HOURS	3069	11.8
5 MORE THAN 40 HOURS	129	0.5
6 OTHER	110	0.4
TOTAL	25982	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	10913	68.4
3 37 1/2 HOURS	5039	31.6
4 40 HOURS	-	-
5 MORE THAN 40 HOURS	-	-
6 OTHER	5	0.0
TOTAL	15957	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-07 DAYS OFF PER WEEK

0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	20	83.3	41470	98.9
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	4	16.7	469	1.1
TOTAL	24	100.0	41939	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS* PAY)	16	66.7	39650	94.5
1 THREE HOURS* PAY	4	16.7	916	2.2
2 FOUR HOURS* PAY	4	16.7	1373	3.3
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS* PAY)	21	87.5	41123	98.1
1 MORE THAN FOUR HOURS* PAY BUT LESS THAN A FULL SHIFT'S PAY	3	12.5	816	1.9
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	8	33.3	2105	5.0
1 TWO FOR A TOTAL OF 20 MINUTES	8	33.3	3121	7.4
2 TWO FOR A TOTAL OF 30 MINUTES	8	33.3	36713	87.5
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	9	37.5	2249	5.4
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	4	16.7	976	2.3
3 MORE THAN ONE DAY LESS THAN THREE	4	16.7	32365	77.2
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	4	16.7	4719	11.3
6 MORE THAN FOURTEEN DAYS	1	4.2	1183	2.8
7 NOTICE MENTIONED BUT NOT SPECIFIED	2	8.3	447	1.1
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	24	100.0	41939	100.0
1 PROVISION	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

0 NO PROVISION	20	83.3	8184	19.5
1 PROVISION	4	16.7	33755	80.5
TOTAL	24	100.0	41939	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

0 NO PROVISION	23	95.8	10339	24.7
1 PROVISION	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 7-15 COMPRESSED WORK WEEK

0 NO PROVISION	21	87.5	10080	24.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	3	12.5	31859	76.0
TOTAL	24	100.0	41939	100.0

SECTION B - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

0 1 1/2 X	5	20.8	5919	14.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	4.2	144	0.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	9	37.5	33641	80.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	8.3	314	0.7
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	8.3	540	1.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	12.5	1037	2.5
6 2 X	-	-	-	-
7 OTHER	2	8.3	344	0.8
TOTAL	24	100.0	41939	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

0 1 1/2 X	14	58.3	39444	94.1
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	3	12.5	846	2.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	1	4.2	136	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	8.3	540	1.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	4.2	100	0.2
6 2 X	1	4.2	600	1.4
7 OTHER	2	8.3	273	0.7
TOTAL	24	100.0	41939	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)

0 NO PROVISION	2	8.3	379	0.9
1 1 1/2 X	6	25.0	5248	12.5
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	8.3	621	1.5
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	8.3	404	1.0
6 2 X	9	37.5	33899	80.8
7 OTHER	3	12.5	1388	3.3
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

0 NO PROVISION	2	8.3	379	0.9
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR. THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS. THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS. THEN 2 X	-	-	-	-
5 2 X	21	87.5	41450	90.8
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	4.2	110	0.3
TOTAL	24	100.0	41939	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	5	20.8	946	2.3
1 PAY ONLY	3	12.5	962	2.3
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	16	66.7	40031	95.5
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	19	79.2	9749	23.2
1 RIGHT TO REFUSE OVERTIME	5	20.8	32190	76.8
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	12	50.0	2462	5.9
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	12	50.0	39477	94.1
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	17	70.8	35152	83.8
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS. THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS. THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	7	29.2	6787	16.2
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %

 FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON
 SUNDAY

0 NO PROVISION	14	58.3	33816	80.0
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	8	33.3	7336	17.5
7 PERCENTAGE OF REGULAR RATE	2	8.3	787	1.9
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	2	8.3	361	0.9
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	5	20.8	2088	5.0
4 MORE THAN FOUR HOURS* PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	4	16.7	965	2.3
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	3	12.5	31986	76.3
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	3	12.5	4430	10.6
8 MORE THAN FOUR HOURS* PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	8.3	823	2.0
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	4.2	260	0.6
12 OTHER	4	16.7	1026	2.4
TOTAL	24	100.0	41939	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	10	41.7	2442	5.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	13	54.2	35341	84.3
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	4.2	4156	9.9
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	9	37.5	1757	4.2
1 LESS THAN \$4.00	-	-	-	-
2 \$4.00 TO \$4.99	6	25.0	6253	14.9
3 \$5.00 TO \$5.99	-	-	-	-
4 \$6.00 TO \$6.99	1	4.2	600	1.4
5 \$7.00 AND MORE	3	12.5	31950	76.2
6 MEAL PROVIDED	1	4.2	280	0.7
7 OTHER	4	16.7	1099	2.6
TOTAL	24	100.0	41939	100.0

 FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME,
 CALL-IN, ETC.

0 NO PROVISION	16	66.7	7274	17.3
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	5	20.8	33535	80.0
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	3	12.5	1130	2.7
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 8-14 STAND-BY PAY

0 NO PROVISION	5	20.8	940	2.2
1 PROVISION	19	79.2	40999	97.8
TOTAL	24	100.0	41939	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

0 NO PROVISION	12	50.0	7426	17.7
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	8	33.3	1931	4.6
3 PERCENTAGE OF REGULAR RATE	1	4.2	72	0.2
4 REDUCED SHIFT	-	-	-	-
5 OTHER	3	12.5	32510	77.5
TOTAL	24	100.0	41939	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

0 NO PROVISION	6	25.0	1120	2.7
1 LESS THAN 20 CENTS PER HOUR	1	4.2	200	0.6
2 20 - 29 CENTS PER HOUR	2	8.3	246	0.6
3 30 - 49 CENTS PER HOUR	10	41.7	7747	18.5
4 50 - 75 CENTS PER HOUR	3	12.5	32292	77.0
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	1	4.2	130	0.3
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	1	4.2	144	0.3
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

0 NO PROVISION	5	20.8	1048	2.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	8.3	396	0.9
3 30 - 49 CENTS PER HOUR	9	37.5	7032	16.8
4 50 - 74 CENTS PER HOUR	6	25.0	33189	79.1
5 75 - \$1.00 PER HOUR	-	-	-	-
6 MORE THAN \$1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	4.2	130	0.3
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	1	4.2	144	0.3
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

0 NO PROVISION	21	87.5	40477	96.5
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	4.2	1183	2.8
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	1	4.2	143	0.3
9 OTHER	1	4.2	136	0.3
TOTAL	24	100.0	41939	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	11	45.8	2367	5.6
1 PROVISION	13	54.2	39572	94.4
TOTAL	24	100.0	41939	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	23	95.8	10339	24.7
1 PROVISION	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0
<u>SECTION 9 - PAID HOLIDAYS</u>				
FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	23	95.8	41390	98.7
5 TWELVE DAYS	1	4.2	549	1.3
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	4	16.7	32017	76.3
1 MINIMUM LENGTH OF SERVICE	4	16.7	613	1.9
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	9	37.5	6739	16.1
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	8.3	818	2.0
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	4	16.7	1003	2.4
7 OTHER	1	4.2	549	1.3
TOTAL	24	100.0	41939	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	16	66.7	40123	95.7
1 LESS THAN ONE MONTH	3	12.5	816	1.9
2 ONE MONTH	4	16.7	670	2.1
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	4.2	130	0.3
6 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

0 NO PROVISION	2	8.3	678	1.6
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	10	41.7	7664	18.3
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	11	45.8	1997	4.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	5	20.8	1061	2.5
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	18	75.0	40618	96.9
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	4.2	260	0.6
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	4	16.7	1212	2.9
1 ANOTHER PAID DAY OFF	19	79.2	40467	96.5
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	1	4.2	260	0.6
4 NOT GRANTED	-	-	-	-
TOTAL	24	100.0	41939	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	6	25.0	976	2.3
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	13	54.2	36588	92.0
4 OTHER	5	20.8	2375	5.7
TOTAL	24	100.0	41939	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	1	4.2	4156	9.9
4 FIVE WEEKS	8	33.3	3036	7.2
5 SIX WEEKS	11	45.8	33745	80.5
6 SEVEN WEEKS	3	12.5	873	2.1
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	4.2	129	0.3
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	15	62.5	40339	96.2
3 TWO YEARS	5	20.8	1068	2.5
4 THREE YEARS	3	12.5	403	1.0
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	4.2	129	0.3
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

0 NO PROVISION	1	4.2	129	0.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	4.2	600	1.4
6 SIX YEARS	2	8.3	317	0.8
7 SEVEN YEARS	2	8.3	273	0.7
8 EIGHT YEARS	6	25.0	32755	78.1
9 NINE YEARS	4	16.7	639	1.5
10 TEN YEARS	8	33.3	7226	17.2
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

0 NO PROVISION	1	4.2	129	0.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	1	4.2	600	1.4
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	2	8.3	31767	75.8
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	4.2	100	0.2
15 FIFTEEN YEARS	3	12.5	403	1.0
16 SIXTEEN YEARS	4	16.7	1055	2.5
17 SEVENTEEN YEARS	2	8.3	423	1.0
18 EIGHTEEN YEARS	1	4.2	250	0.6
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	5	20.8	6600	15.7
21 TWENTY-ONE YEARS	2	8.3	216	0.5
22 TWENTY-TWO YEARS	2	8.3	376	0.9
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	10	41.7	7321	17.5
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	4.2	600	1.4
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	4.2	167	0.4
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	8.3	31730	75.7
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	4.2	100	0.2
24 TWENTY-FOUR YEARS	5	20.8	1068	2.5
25 TWENTY-FIVE YEARS	3	12.5	683	1.6
26 TWENTY-SIX YEARS	1	4.2	250	0.6
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

 AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %

 FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
 PAID VACATION

0 NO PROVISION	21	87.5	41066	97.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	4.2	500	1.4
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	1	4.2	95	0.2
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	4.2	178	0.4
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	24	100.0	41939	100.0

 FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
 PAID VACATION

0 NO PROVISION	24	100.0	41939	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-09 ANNUAL VACATION PAY

- 0 NO PROVISION
- 1 REGULAR PAY
- 2 PERCENTAGE OF YEARLY GROSS EARNINGS
- 3 1 OR 2, WHICHEVER IS GREATER
- 4 OTHER

3	12.5	630	1.5
11	45.8	38965	92.9
5	20.8	1320	3.1
5	20.8	1024	2.4
-	-	-	-
24	100.0	41939	100.0

TOTAL

FIELD 10-10 VACATION CARRY-OVER

- 0 NO PROVISION
- 1 WITH LIMITATIONS
- 2 WITHOUT LIMITATIONS
- 3 NOT ALLOWED
- 4 OTHER

9	37.5	1887	4.5
11	45.8	35537	84.7
-	-	-	-
3	12.5	4415	10.5
1	4.2	100	0.2
24	100.0	41939	100.0

TOTAL

FIELD 10-11 SPECIAL EXTENDED VACATIONS

- 0 NO PROVISION
- 1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR
- 2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE
- 3 OTHER

18	75.0	39872	95.1
-	-	-	-
6	25.0	2067	4.9
-	-	-	-
24	100.0	41939	100.0

TOTAL

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

- 0 NO PROVISION
- 1 ONE DAY
- 2 TWO DAYS
- 3 THREE DAYS
- 4 FOUR DAYS
- 5 FIVE DAYS
- 6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES
- 7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED
- 8 OTHER

-	-	-	-
-	-	-	-
-	-	-	-
9	37.5	1922	4.6
-	-	-	-
1	4.2	260	0.6
14	58.3	39757	94.8
-	-	-	-
24	100.0	41939	100.0

TOTAL

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

- 0 NO PROVISION
- 1 PROVISION FOR FULL REGULAR PAY
- 2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)

1	4.2	110	0.3
23	95.8	41829	99.7
-	-	-	-
24	100.0	41939	100.0

TOTAL

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

- 0 NO PROVISION
- 1 PAID LEAVE
- 2 UNPAID LEAVE
- 3 PAID OR UNPAID LEAVE -
DEPENDS ON CIRCUMSTANCES
- 4 OTHER

4	16.7	785	1.9
-	-	-	-
3	12.5	462	1.1
17	70.8	40692	97.0
-	-	-	-
24	100.0	41939	100.0

TOTAL

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 11-04 PAID LEAVE: MARRIAGE

0 NO PROVISION	14	58.3	3003	7.2
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	2	8.3	360	0.9
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	4.2	31600	75.3
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	7	29.2	6976	16.6
7 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

0 NO PROVISION	21	87.5	40979	97.7
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	3	12.5	960	2.3
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

0 NO PROVISION	5	20.8	1163	2.8
1 17 WEEKS	1	4.2	178	0.4
2 18 WEEKS	2	8.3	243	0.6
3 19 - 25 WEEKS	4	16.7	596	1.4
4 26 WEEKS	11	45.8	39159	93.4
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	1	4.2	600	1.4
TOTAL	24	100.0	41939	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

0 NO PROVISION	23	95.8	37783	90.1
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	4.2	4156	9.9
TOTAL	24	100.0	41939	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

0 NO PROVISION	14	58.3	6945	16.6
1 SENIORITY RETAINED	5	20.8	32603	77.7
2 SENIORITY ACCUMULATED	1	4.2	100	0.2
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	1	4.2	136	0.3
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	3	12.5	2155	5.1
TOTAL	24	100.0	41939	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

0 NO PROVISION	14	58.3	2994	7.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	8	33.3	34602	82.5
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	2	8.3	4343	10.4
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 11-10 LEAVE - ADOPTION

0 NO PROVISION	12	50.0	2225	5.3
1 PAID LEAVE	1	4.2	4156	9.9
2 UNPAID LEAVE	11	45.8	35558	84.8
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 11-11 LEAVE: EDUCATION

0 NO PROVISION	12	50.0	2867	6.8
1 LEAVE WITH FULL PAY	1	4.2	100	0.2
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	8.3	361	0.9
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	12.5	5016	12.0
5 OTHER	6	25.0	33595	80.1
TOTAL	24	100.0	41939	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

0 NO PROVISION	15	62.5	2865	6.8
1 ONE DAY	-	-	-	-
2 TWO DAYS	6	25.0	6687	15.9
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	2	8.3	787	1.9
7 OTHER	1	4.2	31000	75.3
TOTAL	24	100.0	41939	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

0 NO PROVISION	17	70.8	8913	21.3
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	8.3	787	1.9
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	1	4.2	31000	75.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	4.2	260	0.6
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	3	12.5	379	0.9
TOTAL	24	100.0	41939	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

0 NO PROVISION	6	25.0	5667	13.5
1 PROVISION	18	75.0	36272	86.5
TOTAL	24	100.0	41939	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

0 NO PROVISION	7	29.2	6976	16.6
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	17	70.8	34963	83.4
3 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

0 NO PROVISION	13	54.2	8167	19.5
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	1	4.2	95	0.2
3 THREE MONTHS	3	12.5	480	1.1
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	6	25.0	33019	78.7
7 OTHER	1	4.2	178	0.4
TOTAL	24	100.0	41939	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	24	100.0	41939	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - \$1.00 PER HOUR	-	-	-	-
7 MORE THAN \$1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	8	33.3	7105	16.9
1 100% OF PREMIUM	7	29.2	32439	77.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	8.3	216	0.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.3	730	1.7
5 50% OF PREMIUM	4	16.7	1339	3.2
6 LESS THAN 50% OF PREMIUM	1	4.2	110	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	11	45.8	8044	19.2
1 100% OF PREMIUM	7	29.2	32432	77.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	4.2	144	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.2	130	0.3
5 50% OF PREMIUM	3	12.5	1079	2.6
6 LESS THAN 50% OF PREMIUM	1	4.2	110	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NU.	%	NU.	%

FIELD 12-06 TYPE OF PAID SICK LEAVE

0 PLAN NOT MENTIONED IN AGREEMENT	1	4.2	214	0.5
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	18	75.0	9012	21.5
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	8.3	370	0.9
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	1	4.2	143	0.3
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	2	8.3	32200	76.0
7 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	2	8.3	337	0.9
1 ONE TO SIX DAYS	1	4.2	31600	75.3
2 SEVEN TO TWELVE DAYS	2	8.3	442	1.1
3 THIRTEEN TO FIFTEEN DAYS	7	29.2	6923	16.5
4 SIXTEEN TO EIGHTEEN DAYS	8	33.3	1808	4.3
5 NINETEEN OR MORE DAYS	1	4.2	250	0.6
6 VARIES WITH LENGTH OF SERVICE	2	8.3	370	0.9
7 OTHER	1	4.2	129	0.3
TOTAL	24	100.0	41939	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	9	37.5	36719	92.3
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	3	12.5	765	1.8
4 121 TO 150 DAYS	5	20.8	743	1.8
5 151 TO 200 DAYS	4	16.7	1052	2.5
6 201 TO 250 DAYS	1	4.2	130	0.3
7 MORE THAN 250 DAYS, BUT LIMITED	2	8.3	530	1.3
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	15	62.5	39598	94.4
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	4.2	549	1.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	5	20.8	1226	2.9
4 COMBINATION	1	4.2	250	0.6
5 OTHER	2	8.3	316	0.8
TOTAL	24	100.0	41939	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	21	87.5	9596	22.9
1 100% OF PREMIUM	1	4.2	31600	75.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.2	600	1.4
5 50% OF PREMIUM	1	4.2	143	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

	AGREEMENTS		EMPLOYEES	
	NU.	%	NU.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	21	87.5	9596	22.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	3	12.5	32343	77.1
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	21	87.5	9596	22.9
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	1	4.2	600	1.4
5 PERCENTAGE OF EARNINGS	1	4.2	31600	75.3
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	4.2	143	0.3
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	15	62.5	8854	21.1
1 PROVISION	9	37.5	33085	78.9
TOTAL	24	100.0	41939	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	8	33.3	7106	16.9
1 100% OF PREMIUM	7	29.2	1310	3.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.3	736	1.8
5 50% OF PREMIUM	5	20.8	1043	2.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.2	144	0.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	8	33.3	7106	16.9
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	3	12.5	553	1.3
5 MORE THAN \$20,000	5	20.8	32616	77.8
6 VARIES ACCORDING TO EARNINGS	5	20.8	1312	3.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	12.5	352	0.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

0 NO PROVISION	15	62.5	8119	19.4
1 100% OF PREMIUM	2	8.3	278	0.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.2	600	1.4
5 50% OF PREMIUM	4	16.7	1232	2.9
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	2	8.3	31710	75.6
TOTAL	24	100.0	41939	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

0 NO PROVISION	15	62.5	8119	19.4
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	-	-	-	-
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	2	8.3	458	1.1
5 MORE THAN \$20,000	3	12.5	32300	77.0
6 VARIES ACCORDING TO EARNINGS	3	12.5	952	2.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	4.2	110	0.3
TOTAL	24	100.0	41939	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	8	33.3	7106	16.9
1 100% OF PREMIUM	7	29.2	32442	77.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	12.5	316	0.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.3	736	1.8
5 50% OF PREMIUM	4	16.7	1339	3.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	8	33.3	7106	16.9
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	4	16.7	763	1.8
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	12	50.0	34070	81.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	11	45.8	3858	9.2
1 PROVISION	13	54.2	38061	90.8
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 12-21 ADMINISTRATION OF PENSION FUND

0 NO PROVISION	11	45.8	3858	9.2
1 UNION	-	-	-	-
2 MANAGEMENT	1	4.2	4156	9.9
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	11	45.8	33789	80.8
6 OTHER	1	4.2	136	0.3
TOTAL	24	100.0	41939	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	14	58.3	8590	20.5
1 PROVISION	10	41.7	33349	79.5
TOTAL	24	100.0	41939	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	2	8.3	357	0.9
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	4	16.7	1398	3.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	2	8.3	244	0.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	7	29.2	33727	80.4
4 BY UNION REPRESENTATIVE	2	8.3	297	0.7
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	6	25.0	1760	4.2
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	1	4.2	4156	9.9
TOTAL	24	100.0	41939	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	3	12.5	600	1.4
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	2	8.3	736	1.8
3 ONE WEEK	-	-	-	-
4 TEN DAYS	2	8.3	273	0.7
5 TWO WEEKS	2	8.3	860	2.1
6 THREE WEEKS	4	16.7	31940	76.2
7 ONE MONTH	-	-	-	-
8 TWO MONTHS	2	8.3	216	0.5
9 VARIES BY TYPE OF GRIEVANCE	9	37.5	7314	17.4
10 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	19	79.2	9149	21.8
1 PROVISION	5	20.8	32790	78.2
TOTAL	24	100.0	41939	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	21	87.5	10016	23.9
1 PROVISION	3	12.5	31923	76.1
TOTAL	24	100.0	41939	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

0 NO PROVISION	21	87.5	5996	14.3
1 PROVISION	3	12.5	35943	85.7
TOTAL	24	100.0	41939	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

0 NO PROVISION	16	75.0	7512	17.9
1 PROVISION	8	25.0	34427	82.1
TOTAL	24	100.0	41939	100.0

FIELD 13-07 ARBITRATION

0 AS REQUIRED BY LEGISLATION	2	8.3	4879	11.6
1 SINGLE ARBITRATOR	1	4.2	110	0.3
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	12	50.0	2731	6.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	4	16.7	32122	76.6
6 OTHER	5	20.8	2097	5.0
TOTAL	24	100.0	41939	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

0 NOT PROHIBITED (OR NO MENTION)	24	100.0	41939	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

0 NO PROVISION	23	95.8	41829	99.7
1 PROVISION	1	4.2	110	0.3
TOTAL	24	100.0	41939	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

0 NO PROVISION	12	50.0	7651	18.2
1 JOINT SAFETY COMMITTEE	12	50.0	34288	81.8
2 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

0 NO SAFETY COMMITTEE PROVISION	13	54.2	6251	19.7
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	6	25.0	1095	2.6
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	4.2	130	0.3
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	2	8.3	32149	76.7
8 OTHER	2	8.3	314	0.7
TOTAL	24	100.0	41939	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	12	50.0	8108	19.3
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	9	37.5	1881	4.5
2 PROVISION FOR PAY OF SAFETY COMMITTEE	3	12.5	31950	76.2
TOTAL	24	100.0	41939	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	12	50.0	8288	19.8
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	11	45.8	3551	8.0
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	4.2	100	0.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	24	100.0	41939	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	19	79.2	9279	22.1
1 PROVISION	5	20.8	3260	7.9
TOTAL	24	100.0	41939	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	22	91.7	9790	23.3
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE UP ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	4.2	31600	75.3
4 OTHER	1	4.2	549	1.3
TOTAL	24	100.0	41939	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	23	95.8	10339	24.7
1 PROVISION	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0
<u>SECTION 15 - MISCELLANEOUS PROVISIONS</u>				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	11	45.8	39037	93.1
1 PROVISION	13	54.2	2902	6.9
TOTAL	24	100.0	41939	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	19	79.2	9309	22.2
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	5	20.8	32630	77.8
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	24	100.0	41939	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	23	95.8	10339	24.7
1 PROVISION	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

PUBLIC ADMINISTRATION

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION	19	79.2	9113	21.7
1 PROVISION	5	20.8	3226	78.3
TOTAL	24	100.0	41939	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION	23	95.8	10339	24.7
1 PROVISION	1	4.2	31600	75.3
TOTAL	24	100.0	41939	100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION	16	66.7	8985	21.4
1 PROVISION	8	33.3	32954	78.6
TOTAL	24	100.0	41939	100.0

FIELD 15-07 TOOL ALLOWANCE

0 NO PROVISION	12	50.0	7757	18.5
1 PROVISION	12	50.0	34182	81.5
TOTAL	24	100.0	41939	100.0

PART II: a PUBLIC SECTOR

(107 agreements covering 93,244 employees)

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

0 SINGLE LOCAL - SINGLE EMPLOYER	93	86.9	35850	38.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	9	8.4	23186	24.9
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	1.9	32200	34.5
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	0.9	325	0.3
4 MULTI-UNION AND SINGLE EMPLOYER	2	1.9	1683	1.8
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	10	9.3	878	0.9
1 100 - 199 EMPLOYEES	45	42.1	6304	6.8
2 200 - 499 EMPLOYEES	25	23.4	7152	7.7
3 500 - 999 EMPLOYEES	14	13.1	9004	9.7
4 1000 - 4999 EMPLOYEES	10	9.3	18006	19.3
5 5000 - 9,999 EMPLOYEES	1	0.9	5500	5.9
6 10,000 OR MORE EMPLOYEES	2	1.9	46400	49.8
TOTAL	107	100.0	93244	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	95	88.8	82703	88.7
1 FEDERAL	12	11.2	10541	11.3
TOTAL	107	100.0	93244	100.0

FIELD 1-04 SECTOR

0 PRIVATE	-	-	-	-
1 PUBLIC	107	100.0	93244	100.0
TOTAL	107	100.0	93244	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	26	24.3	12088	13.0
1 MORE THAN 1 YEAR, LESS THAN 2	5	4.7	1968	2.1
2 2 YEARS	51	47.7	57703	61.9
3 MORE THAN 2 YEARS, LESS THAN 3	7	6.5	1057	1.1
4 3 YEARS	16	15.0	19718	21.1
5 MORE THAN 3 YEARS	1	0.9	320	0.3
6 OTHER	1	0.9	390	0.4
TOTAL	107	100.0	93244	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	28	26.2	8901	9.5
1 1ST HALF OF 1984	25	23.4	18682	20.0
2 2ND HALF OF 1984	25	23.4	24412	26.2
3 1ST HALF OF 1985	15	14.0	3890	4.2
4 2ND HALF OF 1985	11	10.3	34700	37.2
5 1ST HALF OF 1986	1	0.9	100	0.1
6 2ND HALF OF 1986	1	0.9	2169	2.3
7 LATER THAN 1986	1	0.9	390	0.4
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 1-07 GEOGRAPHICAL BREAKDOWN

0 EAST AND WEST KOOTENAYS	4	3.7	695	0.7
1 OKANAGAN	2	1.9	1016	1.1
2 SOUTHERN INTERIOR	1	0.9	125	0.1
3 LOWER COAST AND LOWER MAINLAND	46	43.0	15498	16.6
4 VANCOUVER ISLAND	19	17.8	3659	3.9
5 CENTRAL INTERIOR	5	4.7	1644	1.8
6 PEACE RIVER	1	0.9	172	0.2
7 NORTH WEST	3	2.8	389	0.4
8 TWO OR MORE REGIONS	17	15.9	61042	65.5
9 INTER-PROVINCIAL	9	8.4	9004	9.7
TOTAL	107	100.0	93244	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	28	26.2	11732	12.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	68	63.6	72488	77.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	7	6.5	7126	7.6
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	4	3.7	1898	2.0
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	41	38.3	15831	17.0
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	40	37.4	64533	69.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	0.9	260	0.3
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	8	7.5	6157	6.6
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	1.9	222	0.2
6 OTHER	15	14.0	6241	6.7
TOTAL	107	100.0	93244	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	13	12.1	25725	27.6
1 CLOSED SHOP	2	1.9	163	0.2
2 UNION SHOP	38	35.5	11289	12.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	45	42.1	53397	57.3
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	5	4.7	2080	2.2
6 OTHER	4	3.7	590	0.6
TOTAL	107	100.0	93244	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	2	1.9	1889	2.0
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	41	38.3	11637	12.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	49	45.8	57309	61.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	14	13.1	22179	23.8
5 COMPULSORY FOR UNION MEMEBERS ONLY	1	0.9	230	0.2
6 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	34	31.8	21139	22.7
1 CROSS PICKET LINES	64	59.8	68821	73.8
2 HOT CARGOES	2	1.9	805	0.9
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	7	6.5	2479	2.7
5 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	12	11.2	9415	10.1
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	67	62.6	42040	45.1
3 DEPARTMENT (BRANCH, DIVISION)	2	1.9	1800	1.9
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	18	16.8	3620	3.9
6 EMPLOYER AND CRAFT	4	3.7	32260	34.6
7 COMBINATION OF THE ABOVE	2	1.9	2669	2.9
8 OTHER	2	1.9	1440	1.5
TOTAL	107	100.0	93244	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	11	10.3	10486	11.2
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	2	1.9	333	0.4
3 THREE CALENDAR MONTHS	37	34.6	32169	34.5
4 SIX CALENDAR MONTHS	20	18.7	38607	41.4
5 THIRTY WORKING DAYS	3	2.8	380	0.4
6 FORTY-FIVE WORKING DAYS	4	3.7	645	0.7
7 SIXTY WORKING DAYS	5	4.7	631	0.7
8 240 WORKING DAYS	-	-	-	-
9 OTHER	25	23.4	9993	10.7
TOTAL	107	100.0	93244	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	21	19.6	10718	11.5
1 STRAIGHT SENIORITY	3	2.8	1591	1.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	22	20.6	5523	5.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	36	33.6	31506	33.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	23	21.5	43607	46.8
5 OTHER	2	1.9	299	0.3
TOTAL	107	100.0	93244	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	13	12.1	10986	11.8
1 STRAIGHT SENIORITY	27	25.2	11186	12.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	44	41.1	33368	35.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	13	12.1	2354	2.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	6.5	3250	3.5
5 OTHER	3	2.8	32100	34.4
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

0 NO PROVISION	24	22.4	14295	15.3
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	7	6.5	1377	1.5
5 TWO WEEKS	8	7.5	2006	2.2
6 ONE MONTH	6	5.6	2138	2.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	26	24.3	32022	34.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	0.9	650	0.7
9 OTHER	35	32.7	40756	43.7
TOTAL	107	100.0	93244	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	21	19.6	12383	13.3
1 STRAIGHT SENIORITY	23	21.5	11140	11.9
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	46	43.0	33725	36.2
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	6.5	1375	1.5
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	5.6	1951	2.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	4	3.7	32670	35.0
TOTAL	107	100.0	93244	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	28	26.2	14140	15.2
1 FAILURE TO REPORT WHEN NOTIFIED	9	8.4	17425	18.7
2 AFTER A SPECIFIED PERIOD OFF WORK	18	16.8	7709	8.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	52	48.6	53970	57.9
TOTAL	107	100.0	93244	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	29	27.1	28499	30.6
1 LESS THAN SIX MONTHS	1	0.9	83	0.1
2 SIX MONTHS	8	7.5	3196	3.4
3 SEVEN TO TWELVE MONTHS	6	5.6	1996	2.1
4 TWELVE MONTHS	41	38.3	49329	52.9
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	6	5.6	3471	3.7
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	12	11.2	5112	5.5
8 NOT SPECIFIED OR INDEFINITE	3	2.8	1461	1.6
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	0.9	97	0.1
TOTAL	107	100.0	93244	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	80	74.8	83696	89.8
1 UP TO 1 YEAR	4	3.7	786	0.8
2 12 - 24 MONTHS	1	0.9	420	0.5
3 MORE THAN 24 MONTHS	1	0.9	90	0.1
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	21	19.6	8252	8.8
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

0 NO PROVISION	73	68.2	64046	68.7
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	16	15.0	23270	25.0
3 SENIORITY RETAINED INDEFINITELY	12	11.2	4665	5.0
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	6	5.6	1263	1.4
5 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	101	94.4	92283	99.0
1 FOR UNION OFFICIALS	2	1.9	495	0.5
2 SPECIAL SKILLS, APPRENTICES	2	1.9	216	0.2
3 COMBINATION OF ALTERNATIVES	1	0.9	100	0.1
4 OTHER	1	0.9	150	0.2
TOTAL	107	100.0	93244	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	16	15.0	9749	10.5
1 PROVISION	91	85.0	83495	89.5
TOTAL	107	100.0	93244	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	84	78.5	52363	56.2
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	7	6.5	32748	35.1
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	16	15.0	8133	8.7
TOTAL	107	100.0	93244	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	104	97.2	92314	99.0
1 PROVISION	3	2.8	930	1.0
TOTAL	107	100.0	93244	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	47	43.9	30110	32.3
1 APPRENTICESHIP	11	10.3	5697	6.1
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	5	4.7	3003	3.2
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	6	5.6	4830	5.2
4 1 AND 2	2	1.9	378	0.4
5 1 AND 3	2	1.9	570	0.6
6 2 AND 3	12	11.2	5647	6.1
7 1, 2 AND 3	4	3.7	32540	34.9
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	5	4.7	5966	6.4
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	13	12.1	4503	4.8
10 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	100	93.5	88516	94.9
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	0.9	170	0.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	3	2.8	1109	1.2
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	3	2.8	3449	3.7
TOTAL	107	100.0	93244	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	103	96.3	90910	97.5
1 REDUCTION IN NORMAL HOURS OF WORK	1	0.9	584	0.6
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	3	2.8	1750	1.9
TOTAL	107	100.0	93244	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	36	33.6	26648	28.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	64	59.8	61111	65.5
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	7	6.5	5485	5.9
TOTAL	107	100.0	93244	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	101	94.4	92593	99.3
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	2.8	317	0.3
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	1.9	212	0.2
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.9	122	0.1
5 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	97	90.7	85317	91.5
1 PROHIBITED	4	3.7	1173	1.3
2 PERMITTED - WITH RESTRICTIONS	6	5.6	6754	7.2
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	56	52.3	30823	33.1
1 UNION-MANAGEMENT CONSULTATION ONLY	9	8.4	2529	2.7
2 ARBITRATION IF CONSULTATION FAILS	40	37.4	59635	64.0
3 OTHER	2	1.9	257	0.3
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION

0 NO PROVISION	33	30.8	47219	50.6
1 LESS THAN THREE MONTHS	20	18.7	19518	20.9
2 THREE MONTHS	39	36.4	19409	20.8
3 SIX MONTHS	4	3.7	554	0.6
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	7	6.5	5689	6.1
6 OTHER	4	3.7	855	0.9
TOTAL	107	100.0	93244	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	51	47.7	58457	62.7
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	5	4.7	1236	1.3
2 CONSULTATION - DETAILS UNSPECIFIED	49	45.8	32791	35.2
3 OTHER	2	1.9	760	0.8
TOTAL	107	100.0	93244	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	70	65.4	35948	38.6
1 PROVISION	37	34.6	57296	61.4
TOTAL	107	100.0	93244	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	46	43.0	54985	59.0
1 STRAIGHT LAYOFF	4	3.7	15787	16.9
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	38	35.5	10776	11.6
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	0.9	5500	5.9
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	5	4.7	2316	2.5
5 COMBINATION	4	3.7	1667	1.8
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	2.8	692	0.7
7 OTHER	6	5.6	1521	1.6
TOTAL	107	100.0	93244	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	76	71.0	84638	90.8
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	20	18.7	5781	6.2
3 TWO YEARS	1	0.9	90	0.1
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	5	4.7	2085	2.2
7 TEN YEARS	4	3.7	514	0.6
8 OTHER	1	0.9	136	0.1
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	66	61.7	79491	85.3
1 ONE WEEK'S PAY PER YEAR OF SERVICE	14	13.1	3248	3.5
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	7	6.5	2516	2.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	3	2.8	761	0.8
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	3	2.8	855	0.9
5 OTHER	14	13.1	6373	6.8
TOTAL	107	100.0	93244	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	68	63.6	80595	86.4
1 LESS THAN 20 WEEKS' PAY	14	13.1	2443	2.6
2 20 - 25 WEEKS' PAY	5	4.7	641	0.7
3 26 - 29 WEEKS' PAY	6	5.6	1962	2.1
4 30 - 51 WEEKS' PAY	1	0.9	159	0.2
5 52 WEEK'S PAY OR MORE	1	0.9	1500	1.6
6 NO MAXIMUM	8	7.5	2116	2.3
7 OTHER	4	3.7	3828	4.1
TOTAL	107	100.0	93244	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	89	83.2	83664	89.7
1 LESS THAN THREE MONTHS	8	7.5	2828	3.0
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	5	4.7	2117	2.3
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	2	1.9	2800	3.0
5 BY LENGTH OF SERVICE	2	1.9	335	0.4
6 OTHER	1	0.9	1500	1.6
TOTAL	107	100.0	93244	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	46	43.0	56276	60.4
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	36	33.6	11680	12.5
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	5	4.7	15830	17.0
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	1	0.9	136	0.1
5 COMBINATION OF ABOVE ALTERNATIVES	15	14.0	7167	7.7
6 OTHER	4	3.7	2155	2.3
TOTAL	107	100.0	93244	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	57	53.3	73925	79.3
1 COMPANY PROGRAM	12	11.2	3209	3.4
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	38	35.5	16110	17.3
5 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	106	99.1	91744	98.4
1 PROVISION	1	0.9	1500	1.6
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

0 NO PROVISION	104	97.2	89844	96.4
1 EMPLOYER PAYS FULL COST	1	0.9	1500	1.6
2 EMPLOYER PAYS PERCENTAGE OF COST	1	0.9	1200	1.3
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	0.9	700	0.8
TOTAL	107	100.0	93244	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	32	29.9	13146	14.1
1 WAGE ADJUSTMENT EVERY SIX MONTHS	5	4.7	862	0.9
2 WAGE ADJUSTMENT YEARLY	40	37.4	13215	14.2
3 IRREGULARLY SCHEDULED WAGE INCREASES	18	16.8	54862	58.8
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	2	1.9	1049	1.1
5 OTHER	10	9.3	10110	10.8
TOTAL	107	100.0	93244	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	96	89.7	83380	89.4
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	3	2.8	1791	1.9
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	5	4.7	1113	1.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	3	2.8	6960	7.5
TOTAL	107	100.0	93244	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	71	66.4	37111	39.8
1 SEVERANCE PAY PLAN	34	31.8	55868	59.9
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	0.9	110	0.1
5 OTHER	1	0.9	155	0.2
TOTAL	107	100.0	93244	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	107	100.0	93244	100.0
1 PROVISION	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	82	76.6	71469	76.6
1 LESS THAN ONE YEAR	1	0.9	700	0.8
2 ONE YEAR	10	9.3	10473	11.2
3 TWO YEARS	2	1.9	784	0.8
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	1	0.9	873	0.9
6 TEN YEARS	7	6.5	6897	7.4
7 OTHER	4	3.7	2048	2.2
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO. %	EMPLOYEES NO. %
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FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	74 69.2	36696 39.4
1 ONE DAY'S PAY PER YEAR OF SERVICE	- -	- -
2 ONE WEEK'S PAY PER YEAR OF SERVICE	5 4.7	5701 6.1
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2 1.9	1377 1.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	7 6.5	40756 43.7
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1 0.9	160 0.2
6 OTHER	18 16.8	8554 9.2
TOTAL	107 100.0	93244 100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	77 72.0	37828 40.6
1 LESS THAN 20 WEEKS' PAY	7 6.5	1855 2.0
2 20 WEEKS' PAY	4 3.7	6194 6.6
3 21 - 25 WEEKS' PAY	3 2.8	2516 2.7
4 26 - 29 WEEKS' PAY	7 6.5	37752 40.5
5 30 - 52 WEEKS' PAY	- -	- -
6 NO MAXIMUM	4 3.7	4104 4.4
7 OTHER	5 4.7	2995 3.2
TOTAL	107 100.0	93244 100.0

FIELD 6-08 COLA

0 NO PROVISION	94 87.9	87142 93.5
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	12 11.2	5942 6.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1 0.9	160 0.2
TOTAL	107 100.0	93244 100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	94 87.9	87142 93.5
1 AUTOMATIC MONTHLY ADJUSTMENT	1 0.9	187 0.2
2 AUTOMATIC QUARTERLY ADJUSTMENT	4 3.7	1535 1.6
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	- -	- -
4 AUTOMATIC ANNUAL ADJUSTMENT	1 0.9	1600 1.7
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	- -	- -
6 ADJUSTED DURING TERM OF AGREEMENT	2 1.9	1636 1.8
7 REVIEW AT IRREGULAR INTERVALS	- -	- -
8 CANNOT DETERMINE	2 1.9	719 0.8
9 OTHER	3 2.8	425 0.5
TOTAL	107 100.0	93244 100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	1600 2.5
1 LESS THAN SEVEN HOURS	270 0.4
2 SEVEN HOURS	37841 58.2
3 7 1/4 HOURS	- -
4 7 1/2 HOURS	10291 15.8
5 7 3/4 HOURS	- -
6 EIGHT HOURS	10219 15.7
7 MORE THAN EIGHT HOURS	239 0.4
8 FLEXIBLE WORK HOURS	- -
9 OTHER	4506 6.9
TOTAL	64966 100.0

AGREEMENTS
 NO. %

 EMPLOYEES
 NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	19008	63.7
2 SEVEN HOURS	-	-
3 7 1/4 HOURS	5105	18.1
4 7 1/2 HOURS	-	-
5 7 3/4 HOURS	47	0.2
6 EIGHT HOURS	25	0.1
7 MORE THAN EIGHT HOURS	-	-
8 FLEXIBLE WORK HOURS	5093	18.0
9 OTHER	-	-
TOTAL	28278	100.0

 FIELD 7-03 NORMAL WEEKLY WORK DAYS -
 NON OFFICE EMPLOYEES

0 NO PROVISION	2494	3.8
1 THREE DAYS	-	-
2 FOUR DAYS	110	0.2
3 FIVE DAYS	44094	67.9
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	15019	23.1
7 OTHER	3249	5.0
TOTAL	64966	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	78	0.3
1 THREE DAYS	-	-
2 FOUR DAYS	-	-
3 FIVE DAYS	24028	85.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	5	0.0
7 OTHER	4167	14.7
TOTAL	28278	100.0

 FIELD 7-05 NORMAL WEEKLY WORK HOURS -
 NON OFFICE EMPLOYEES

0 NO PROVISION	1700	2.6
1 LESS THAN 35 HOURS	270	0.4
2 35 HOURS	37900	58.3
3 37 1/2 HOURS	10182	15.7
4 40 HOURS	10274	15.8
5 MORE THAN 40 HOURS	129	0.2
6 OTHER	4511	6.9
TOTAL	64966	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	72	0.3
1 LESS THAN 35 HOURS	300	1.1
2 35 HOURS	17869	63.2
3 37 1/2 HOURS	5237	18.5
4 40 HOURS	2	0.0
5 MORE THAN 40 HOURS	-	-
6 OTHER	4798	17.0
TOTAL	28278	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 7-07 DAYS OFF PER WEEK

0 NO PROVISION	7	6.5	3022	3.2
1 TWO DAYS (CONSECUTIVE)	85	79.4	61970	66.5
2 TWO DAYS (NOT CONSECUTIVE)	1	0.9	5500	5.9
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	3	2.8	3468	3.7
TOTAL	11	10.3	19284	20.7
	107	100.0	93244	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	96	89.7	88075	94.5
1 THREE HOURS' PAY	5	4.7	2116	2.3
2 FOUR HOURS' PAY	6	5.6	3053	3.3
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	103	96.3	91228	97.8
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	3	2.8	816	0.9
2 FULL SHIFT'S PAY	1	0.9	1200	1.3
3 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	31	29.0	10689	11.5
1 TWO FOR A TOTAL OF 20 MINUTES	14	13.1	5244	5.6
2 TWO FOR A TOTAL OF 30 MINUTES	55	51.4	58981	63.3
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	2	1.9	790	0.8
6 OTHER	1	0.9	99	0.1
	4	3.7	17441	18.7
TOTAL	107	100.0	93244	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	49	45.8	22214	23.8
1 LESS THAN ONE DAY (24 HOURS)	3	2.8	685	0.7
2 ONE DAY (24 HOURS)	13	12.1	3745	4.0
3 MORE THAN ONE DAY LESS THAN THREE	14	13.1	36720	39.4
4 THREE DAYS TO LESS THAN SEVEN	4	3.7	2153	2.3
5 SEVEN TO FOURTEEN DAYS	17	15.9	24017	25.8
6 MORE THAN FOURTEEN DAYS	1	0.9	1183	1.3
7 NOTICE MENTIONED BUT NOT SPECIFIED	2	1.9	447	0.5
8 OTHER	4	3.7	2080	2.2
TOTAL	107	100.0	93244	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	103	96.3	91955	98.6
1 PROVISION	4	3.7	1289	1.4
TOTAL	107	100.0	93244	100.0

	AGREEMENTS NO.		EMPLOYEES NO.	
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	93	86.9	53986	57.9
1 PROVISION	14	13.1	39258	42.1
TOTAL	107	100.0	93244	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	100	93.5	58856	63.1
1 PROVISION	7	6.5	34388	36.9
TOTAL	107	100.0	93244	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	80	74.8	41131	44.1
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	6	5.6	3583	3.8
4 TC COMMENCE DURING TERM OF AGREEMENT	3	2.8	7076	7.6
5 UNDER STUDY	3	2.8	1136	1.2
6 OTHER	15	14.0	40318	43.2
TOTAL	107	100.0	93244	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	18	16.8	10870	11.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.9	144	0.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	37	34.6	45328	48.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	21	19.6	24451	26.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	10	9.3	2892	3.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	2.8	1037	1.1
6 2 X	14	13.1	8048	8.6
7 OTHER	3	2.8	474	0.5
TOTAL	107	100.0	93244	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	48	44.9	50966	54.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.9	511	0.5
2 1 1/2 X FOR TWO HOURS, THEN 2 X	13	12.1	4665	5.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	5	4.7	804	0.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	6.5	2155	2.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	5	4.7	6307	6.8
6 2 X	19	17.8	9872	10.6
7 OTHER	8	7.5	17964	19.3
TOTAL	107	100.0	93244	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	18	16.8	6113	6.6
1 1 1/2 X	13	12.1	6393	6.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	5	4.7	3089	3.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	8	7.5	21096	22.6
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	5.6	1819	2.0
6 2 X	51	47.7	52496	56.3
7 OTHER	6	5.6	2238	2.4
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

0 NO PROVISION	18	16.8	6113	6.6
1 1 1/2 X	3	2.8	291	0.3
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.9	5500	5.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	1.9	495	0.5
5 2 X	76	71.0	64976	69.7
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	7	6.5	15869	17.0
TOTAL	107	100.0	93244	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	23	21.5	5430	5.8
1 PAY ONLY	16	15.0	4893	5.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	68	63.6	82921	88.9
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	65	60.7	27799	29.8
1 RIGHT TO REFUSE OVERTIME	31	29.0	46239	49.6
2 NO RIGHT TO REFUSE	1	0.9	1200	1.3
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	9	8.4	3206	3.4
4 OTHER	1	0.9	14800	15.9
TOTAL	107	100.0	93244	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	71	66.4	44728	48.0
1 BASED ON SENIORITY	2	1.9	209	0.2
2 SHARED AMONG ALL EMPLOYEES	33	30.8	48192	51.7
3 OTHER	1	0.9	115	0.1
TOTAL	107	100.0	93244	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	97	90.7	84149	90.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	8	7.5	7287	7.8
7 PERCENTAGE OF REGULAR RATE	2	1.9	1808	1.9
8 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

AGREEMENTS
NO. %

 EMPLOYEES
NO. %

 FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON
SUNDAY

0 NO PROVISION	94	87.9	82813	88.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	9	8.4	7836	8.4
7 PERCENTAGE OF REGULAR RATE	2	1.9	787	0.8
8 OTHER	2	1.9	1808	1.9
TOTAL	107	100.0	93244	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	18	16.8	4666	5.0
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	0.9	115	0.1
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	1.9	1520	1.6
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	15	14.0	6201	6.7
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	22	20.6	25518	27.4
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	17	15.9	40702	43.7
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	15	14.0	8935	9.6
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	2.8	933	1.0
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	1.9	844	0.9
12 OTHER	12	11.2	3810	4.1
TOTAL	107	100.0	93244	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	56	52.3	38090	40.8
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	36	33.6	47795	51.3
2 ON DESIGNATED SHIFTS	6	5.6	1558	1.7
3 1 AND 2	7	6.5	5211	5.6
4 OTHER	2	1.9	590	0.6
TOTAL	107	100.0	93244	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	60	56.1	37019	39.7
1 LESS THAN \$4.00	1	0.9	450	0.5
2 \$4.00 TO \$4.99	6	5.6	6253	6.7
3 \$5.00 TO \$5.99	3	2.8	4122	4.4
4 \$6.00 TO \$6.99	3	2.8	1110	1.2
5 \$7.00 AND MORE	15	14.0	36512	39.2
6 MEAL PROVIDED	6	5.6	1874	2.0
7 OTHER	13	12.1	5904	6.3
TOTAL	107	100.0	93244	100.0

 FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME,
CALL-IN, ETC.

0 NO PROVISION	83	77.6	43174	46.3
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	11	10.3	37856	40.6
3 2 X	1	0.9	2169	2.3
4 FLAT AMOUNT	1	0.9	420	0.5
5 OTHER	11	10.3	9625	10.3
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-14 STAND-BY PAY

- 0 NO PROVISION
1 PROVISION

TOTAL

71	66.4	22076	23.7
36	33.6	71168	76.3
107	100.0	93244	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

- 0 NO PROVISION
1 MULTIPLE RATE
(I.E. 1 1/4 X, 1 1/2 X, OR 2 X)
2 FLAT AMOUNT PER HOUR IN ADDITION TO
REGULAR WAGES
3 PERCENTAGE OF REGULAR RATE
4 REDUCED SHIFT
5 OTHER

TOTAL

79	73.8	51986	55.8
2	1.9	265	0.3
19	17.8	7431	8.0
2	1.9	522	0.6
5	4.7	33040	35.4
107	100.0	93244	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

- 0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 1/2 HOUR'S PAY PER SHIFT
7 1 HOUR'S PAY PER SHIFT
8 PERCENTAGE OF HOURLY WAGE RATE
9 FLAT AMOUNT PER SHIFT
10 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
11 OTHER

TOTAL

36	33.6	11449	12.3
3	2.8	974	1.0
10	9.3	3038	3.3
23	21.5	11896	12.8
22	20.6	60781	65.2
1	0.9	360	0.4
4	3.7	946	1.0
5	4.7	2601	2.8
3	2.8	1199	1.3
107	100.0	93244	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

- 0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 74 CENTS PER HOUR
5 75 - \$1.00 PER HOUR
6 MORE THAN \$1.00 PER HOUR
7 1/2 HOUR'S PAY PER SHIFT
8 ONE HOUR'S PAY PER SHIFT
9 TWO HOUR'S PAY PER SHIFT
10 PERCENTAGE OF HOURLY WAGE RATE
11 FLAT AMOUNT PER SHIFT
12 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
13 OTHER

TOTAL

30	28.0	9876	10.6
1	0.9	140	0.2
3	2.8	581	0.6
27	25.2	12689	13.6
27	25.2	60073	64.4
4	3.7	4237	4.5
2	1.9	265	0.3
3	2.8	824	0.9
6	5.6	2762	3.0
1	0.9	584	0.6
3	2.8	1213	1.3
107	100.0	93244	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

- 0 NO PROVISION
1 LESS THAN 20 CENTS
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 ONE HOUR'S PAY PER SHIFT
7 FLAT AMOUNT PER SHIFT
8 SPLIT SHIFT PROHIBITED
9 OTHER

TOTAL

83	77.6	82875	88.9
1	0.9	160	0.2
1	0.9	1183	1.3
2	1.9	1094	1.2
11	10.3	3176	3.4
9	8.4	4756	5.1
107	100.0	93244	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

0 NO PROVISION	44	41.1	11896	12.8
1 PROVISION	63	58.9	81348	87.2
TOTAL	107	100.0	93244	100.0

FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE

0 NO PROVISION	96	89.7	34786	37.3
1 PROVISION	11	10.3	58458	62.7
TOTAL	107	100.0	93244	100.0

SECTION 9 - PAID HOLIDAYSFIELD 9-01 NUMBER OF PAID HOLIDAYS
(STATUTORY AND FLOATING PER YEAR)

0 NO PROVISION	4	3.7	604	0.6
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	0.9	390	0.4
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	95	88.8	89376	95.9
5 TWELVE DAYS	6	5.6	2749	2.9
6 THIRTEEN DAYS	1	0.9	125	0.1
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY

0 NO PROVISION	46	43.0	66260	71.1
1 MINIMUM LENGTH OF SERVICE	18	16.8	4668	5.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	18	16.8	12088	13.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	4	3.7	2838	3.0
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	14	13.1	5718	6.1
7 OTHER	7	6.5	1672	1.8
TOTAL	107	100.0	93244	100.0

FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
PAID HOLIDAY

0 NO PROVISION	68	63.6	79917	85.7
1 LESS THAN ONE MONTH	18	16.8	4452	4.8
2 ONE MONTH	13	12.1	6590	7.1
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	4	3.7	1285	1.4
6 OTHER	4	3.7	1000	1.1
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	18	16.8	10897	11.7
1 ANOTHER DAY OFF	1	0.9	270	0.3
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	24	22.4	25694	27.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	57	53.3	21471	23.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	7	6.5	34912	37.4
TOTAL	107	100.0	93244	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	23	21.5	11985	12.9
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	72	67.3	76885	82.5
2 AN EXTRA DAY'S PAY	3	2.8	1423	1.5
3 1 OR 2	9	8.4	2951	3.2
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	30	28.0	9501	10.2
1 ANOTHER PAID DAY OFF	69	64.5	80920	86.8
2 ANOTHER DAY'S PAY	2	1.9	1300	1.4
3 1 OR 2	5	4.7	1283	1.4
4 NOT GRANTED	1	0.9	240	0.3
TOTAL	107	100.0	93244	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	23	21.5	23270	25.0
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	0.9	270	0.3
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	69	64.5	63362	68.0
4 OTHER	14	13.1	6342	6.8
TOTAL	107	100.0	93244	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	3	2.8	1014	1.1
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	0.9	390	0.4
3 FOUR WEEKS	4	3.7	6840	7.3
4 FIVE WEEKS	17	15.9	6136	6.6
5 SIX WEEKS	61	57.0	53894	57.8
6 SEVEN WEEKS	7	6.5	2790	3.0
7 EIGHT WEEKS	5	4.7	959	1.0
8 OTHER	9	8.4	21221	22.8
TOTAL	107	100.0	93244	100.0

AGREEMENTS
NO. %

 EMPLOYEES
NO. %

 FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

0 NO PROVISION	2	1.9	320	0.3
1 MINIMUM GREATER THAN THREE WEEKS	15	14.0	22708	24.4
2 ONE YEAR OF SERVICE	58	54.2	59454	63.8
3 TWO YEARS	18	16.8	5496	5.9
4 THREE YEARS	10	9.3	2090	2.2
5 FOUR YEARS	1	0.9	1200	1.3
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	2	1.9	1729	1.9
9 OTHER	1	0.9	247	0.3
TOTAL	107	100.0	93244	100.0

 FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

0 NO PROVISION	9	8.4	2365	2.5
1 ONE YEAR OF SERVICE	11	10.3	21429	23.0
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	0.9	125	0.1
5 FIVE YEARS	12	11.2	6215	6.7
6 SIX YEARS	11	10.3	2054	2.2
7 SEVEN YEARS	17	15.9	6948	7.5
8 EIGHT YEARS	22	20.6	38891	41.7
9 NINE YEARS	11	10.3	4080	4.4
10 TEN YEARS	12	11.2	9937	10.7
11 ELEVEN YEARS	1	0.9	1200	1.3
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

0 NO PROVISION	13	12.1	5140	5.5
1 ONE YEAR OF SERVICE	3	2.8	499	0.5
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	3	2.8	3043	3.3
10 TEN YEARS	9	8.4	21649	23.2
11 ELEVEN YEARS	3	2.8	1683	1.8
12 TWELVE YEARS	1	0.9	700	0.8
13 THIRTEEN YEARS	15	14.0	37662	40.4
14 FOURTEEN YEARS	1	0.9	270	0.3
15 FIFTEEN YEARS	8	7.5	2047	2.2
16 SIXTEEN YEARS	16	15.0	4603	4.9
17 SEVENTEEN YEARS	11	10.3	2994	3.2
18 EIGHTEEN YEARS	7	6.5	1297	1.4
19 NINETEEN YEARS	4	3.7	1400	1.5
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	9	8.4	9665	10.4
22 TWENTY-TWO YEARS	2	1.9	216	0.2
23 TWENTY-THREE YEARS	2	1.9	376	0.4
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	31	29.0	16007	17.2
1 ONE YEAR OF SERVICE	4	3.7	624	0.7
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	0.9	85	0.1
15 FIFTEEN YEARS	8	7.5	21524	23.1
16 SIXTEEN YEARS	1	0.9	1500	1.6
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	0.9	294	0.3
19 NINETEEN YEARS	5	4.7	3353	3.6
20 TWENTY YEARS	2	1.9	267	0.3
21 TWENTY-ONE YEARS	15	14.0	37549	40.3
22 TWENTY-TWO YEARS	2	1.9	950	1.0
23 TWENTY-THREE YEARS	7	6.5	2503	2.7
24 TWENTY-FOUR YEARS	4	3.7	1798	1.9
25 TWENTY-FIVE YEARS	15	14.0	2730	2.9
26 TWENTY-SIX YEARS	7	6.5	1660	1.8
27 TWENTY-SEVEN YEARS	2	1.9	700	0.8
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	0.9	1200	1.3
TOTAL	107	100.0	93244	100.0

AGREEMENTS
NO. %EMPLOYEES
NO. %FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

0 NO PROVISION	91	85.0	69201	74.2
1 ONE YEAR OF SERVICE	3	2.8	499	0.5
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	0.9	600	0.6
19 NINETEEN YEARS	6	5.6	20754	22.3
20 TWENTY YEARS	3	2.8	1680	1.8
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	0.9	172	0.2
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	2	1.9	338	0.4
TOTAL	107	100.0	93244	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

0 NO PROVISION	96	89.7	71531	76.7
1 ONE YEAR OF SERVICE	5	4.7	959	1.0
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	6	5.6	20754	22.3
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

FIELD 10-09 ANNUAL VACATION PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
0 NO PROVISION	17	15.9	22192	23.8
1 REGULAR PAY	49	45.8	60179	64.5
2 PERCENTAGE OF YEARLY GROSS EARNINGS	25	23.4	7551	8.1
3 1 OR 2, WHICHEVER IS GREATER	15	14.0	3198	3.4
4 OTHER	1	0.9	124	0.1
TOTAL	107	100.0	93244	100.0

FIELD 10-10 VACATION CARRY-OVER

0 NO PROVISION	48	44.9	27839	29.9
1 WITH LIMITATIONS	52	48.6	60337	64.7
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	3.7	4685	5.0
4 OTHER	3	2.8	383	0.4
TOTAL	107	100.0	93244	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

0 NO PROVISION	85	79.4	66737	71.6
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	21	19.6	25583	27.4
3 OTHER	1	0.9	924	1.0
TOTAL	107	100.0	93244	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

0 NO PROVISION	3	2.8	1825	2.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	37	34.6	21609	23.2
4 FOUR DAYS	1	0.9	500	0.5
5 FIVE DAYS	29	27.1	8609	9.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	33	30.8	59187	63.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.9	670	0.7
8 OTHER	2	1.9	844	0.9
TOTAL	107	100.0	93244	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

0 NO PROVISION	10	9.3	4335	4.6
1 PROVISION FOR FULL REGULAR PAY	96	89.7	87709	94.1
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	0.9	1200	1.3
TOTAL	107	100.0	93244	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

0 NO PROVISION	13	12.1	3939	4.2
1 PAID LEAVE	2	1.9	340	0.4
2 UNPAID LEAVE	22	20.6	12620	13.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	70	65.4	76345	81.9
4 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 11-04 PAID LEAVE: MARRIAGE

0 NO PROVISION	75	70.1	29861	32.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	2	1.9	360	0.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	17	15.9	38389	41.2
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	9	8.4	21866	23.5
7 OTHER	4	3.7	2768	3.0
TOTAL	107	100.0	93244	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

0 NO PROVISION	85	79.4	85704	91.9
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	17	15.9	6565	7.0
3 MORE THAN SIX MONTHS	3	2.8	765	0.8
4 OTHER	2	1.9	210	0.2
TOTAL	107	100.0	93244	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)

0 NO PROVISION	17	15.9	6833	7.3
1 17 WEEKS	9	8.4	2611	2.8
2 18 WEEKS	20	18.7	13330	14.3
3 19 - 25 WEEKS	25	23.4	8783	9.4
4 26 WEEKS	24	22.4	57211	61.4
5 27 - 52 WEEKS	4	3.7	1004	1.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	3	2.8	1810	1.9
7 NOT SPECIFIED, CANNOT DETERMINE	1	0.9	100	0.1
8 OTHER	4	3.7	1562	1.7
TOTAL	107	100.0	93244	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

0 NO PROVISION	102	95.3	85965	92.2
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	1	0.9	1500	1.6
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	4	3.7	5779	6.2
TOTAL	107	100.0	93244	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

0 NO PROVISION	48	44.9	17907	19.2
1 SENIORITY RETAINED	34	31.8	48829	52.4
2 SENIORITY ACCUMULATED	13	12.1	17114	18.4
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	6	5.6	6589	7.1
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	2	1.9	250	0.3
5 OTHER	4	3.7	2555	2.7
TOTAL	107	100.0	93244	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

0 NO PROVISION	64	59.8	28003	30.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	29	27.1	57275	61.4
3 TWO DAYS	4	3.7	1265	1.4
4 THREE DAYS	1	0.9	230	0.2
5 FOUR DAYS	2	1.9	265	0.3
6 FIVE DAYS	-	-	-	-
7 OTHER	7	6.5	6206	6.7
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 11-10 LEAVE - ADOPTION

0 NO PROVISION	50	46.7	20717	22.2
1 PAID LEAVE	4	3.7	4681	5.0
2 UNPAID LEAVE	52	48.6	67526	72.4
3 OTHER	1	0.9	320	0.3
TOTAL	107	100.0	93244	100.0

FIELD 11-11 LEAVE: EDUCATION

0 NO PROVISION	43	40.2	14619	15.7
1 LEAVE WITH FULL PAY	10	9.3	16427	17.6
2 LEAVE WITH PARTIAL PAY	3	2.8	1003	1.1
3 LEAVE WITHOUT PAY	14	13.1	12207	13.1
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	10	9.3	6416	6.9
5 OTHER	27	25.2	42572	45.7
TOTAL	107	100.0	93244	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

0 NO PROVISION	66	61.7	28621	30.7
1 ONE DAY	2	1.9	270	0.3
2 TWO DAYS	10	9.3	23993	25.7
3 THREE DAYS	2	1.9	391	0.4
4 FOUR DAYS	1	0.9	99	0.1
5 FIVE DAYS	13	12.1	2916	3.1
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	13	12.1	36954	39.6
7 OTHER				
TOTAL	107	100.0	93244	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

0 NO PROVISION	54	50.5	38300	41.1
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	17	15.9	7035	7.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	16	15.0	37058	39.7
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	3	2.8	437	0.5
4 MENTIONED BUT NOT SPECIFIED	2	1.9	265	0.3
5 OTHER	15	14.0	10149	10.9
TOTAL	107	100.0	93244	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

0 NO PROVISION	20	18.7	11254	12.1
1 PROVISION	87	81.3	81990	87.9
TOTAL	107	100.0	93244	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

0 NO PROVISION	12	11.2	7976	8.6
1 HEALTH AND WELFARE FUND	95	88.8	85268	91.4
2 SERIES OF PLANS	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS	EMPLOYEES
NO. %	NO. %

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

0 NO PROVISION	52	48.6	22276	23.9
1 IMMEDIATELY ON BEING EMPLOYED	4	3.7	1175	1.3
2 ONE MONTH	4	3.7	413	0.4
3 THREE MONTHS	8	7.5	6925	7.4
4 SIX MONTHS	4	3.7	1835	2.0
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	29	27.1	58458	62.7
7 OTHER	6	5.6	2160	2.3
TOTAL	107	100.0	93244	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	107	100.0	93244	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - \$1.00 PER HOUR	-	-	-	-
7 MORE THAN \$1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	15	14.0	9855	10.6
1 100% OF PREMIUM	43	40.2	66102	70.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.9	221	0.2
3 75% OF PREMIUM	12	11.2	3392	3.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	15.0	5247	5.6
5 50% OF PREMIUM	14	13.1	6682	7.2
6 LESS THAN 50% OF PREMIUM	2	1.9	280	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.8	1465	1.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	24	22.4	10104	10.8
1 100% OF PREMIUM	41	38.3	68942	73.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.9	221	0.2
3 75% OF PREMIUM	10	9.3	3120	3.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	13	12.1	3962	4.2
5 50% OF PREMIUM	12	11.2	3664	3.9
6 LESS THAN 50% OF PREMIUM	1	0.9	110	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.8	2960	3.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	0.9	161	0.2
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 12-06 TYPE OF PAID SICK LEAVE

0 PLAN NOT MENTIONED IN AGREEMENT	9	8.4	1818	1.9
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	72	67.3	48320	51.8
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	1.9	370	0.4
3 ALLOWANCE PER DISABILITY	1	0.9	125	0.1
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	6	5.6	5437	5.8
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	15	14.0	36693	39.4
7 OTHER	2	1.9	481	0.5
TOTAL	107	100.0	93244	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	15	14.0	7284	7.8
1 ONE TO SIX DAYS	9	8.4	35385	37.9
2 SEVEN TO TWELVE DAYS	5	4.7	1252	1.3
3 THIRTEEN TO FIFTEEN DAYS	17	15.9	12822	13.8
4 SIXTEEN TO EIGHTEEN DAYS	43	40.2	29304	31.4
5 NINETEEN OR MORE DAYS	9	8.4	3372	3.6
6 VARIES WITH LENGTH OF SERVICE	3	2.8	2737	2.9
7 OTHER	6	5.6	1088	1.2
TOTAL	107	100.0	93244	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	40	37.4	53370	57.2
1 30 DAYS OR LESS	1	0.9	170	0.2
2 31 TO 90 DAYS	2	1.9	1111	1.2
3 91 TO 120 DAYS	10	9.3	2276	2.4
4 121 TO 150 DAYS	15	14.0	3316	3.6
5 151 TO 200 DAYS	22	20.6	27328	29.3
6 201 TO 250 DAYS	4	3.7	576	0.6
7 MORE THAN 250 DAYS, BUT LIMITED	6	5.6	2002	2.1
8 UNLIMITED ACCUMULATION	3	2.8	1106	1.2
9 OTHER	4	3.7	1989	2.1
TOTAL	107	100.0	93244	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	60	56.1	75009	80.4
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	4	3.7	1354	1.5
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	5	4.7	2219	2.4
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	31	29.0	12983	13.9
4 COMBINATION	1	0.9	250	0.3
5 OTHER	6	5.6	1429	1.5
TOTAL	107	100.0	93244	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	83	77.6	49795	53.4
1 100% OF PREMIUM	11	10.3	35858	38.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.9	584	0.6
3 75% OF PREMIUM	1	0.9	125	0.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	1.9	695	0.7
5 50% OF PREMIUM	1	0.9	143	0.2
6 LESS THAN 50% OF PREMIUM	1	0.9	260	0.3
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	6.5	5784	6.2
9 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	83	77.6	50294	53.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	7	6.5	33607	36.0
4 39 WEEKS	-	-	-	-
5 52 WEEKS	3	2.8	438	0.5
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	4.7	5414	5.8
8 OTHER	9	8.4	3491	3.7
TOTAL	107	100.0	93244	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	83	77.6	50294	53.9
1 \$100 OR LESS	-	-	-	-
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	-	-	-	-
4 MORE THAN \$200 PER WEEK	3	2.8	1250	1.3
5 PERCENTAGE OF EARNINGS	14	13.1	35114	37.7
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	3	2.8	2667	2.9
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	2.8	3689	4.0
9 OTHER	1	0.9	230	0.2
TOTAL	107	100.0	93244	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	56	52.3	22420	24.0
1 PROVISION	51	47.7	70824	76.0
TOTAL	107	100.0	93244	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	20	18.7	9231	9.9
1 100% OF PREMIUM	50	46.7	37186	39.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	8	7.5	2576	2.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	5.6	1736	1.9
5 50% OF PREMIUM	14	13.1	5004	5.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	5.6	4967	5.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	3	2.8	32544	34.9
TOTAL	107	100.0	93244	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	21	19.6	9416	10.1
1 \$5,000 OR LESS	1	0.9	1200	1.3
2 \$5,001 TO \$10,000	2	1.9	586	0.6
3 \$10,001 TO \$15,000	1	0.9	1600	1.7
4 \$15,001 TO \$20,000	4	3.7	853	0.9
5 MORE THAN \$20,000	22	20.6	56139	60.2
6 VARIES ACCORDING TO EARNINGS	21	19.6	11795	12.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	32	29.9	10361	11.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	3	2.8	1294	1.4
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH
AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO. %		EMPLOYEES NO. %	
0 NO PROVISION	70	65.4	43555	46.7
1 100% OF PREMIUM	21	19.6	10892	11.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	1.9	695	0.7
5 50% OF PREMIUM	8	7.5	2355	2.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.8	3677	3.9
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	3	2.8	32070	34.4
TOTAL	107	100.0	93244	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND
DISMEMBERMENT INSURANCE

0 NO PROVISION	71	66.4	43638	46.8
1 \$5,000 OR LESS	-	-	-	-
2 \$5,001 TO \$10,000	2	1.9	690	0.7
3 \$10,001 TO \$15,000	-	-	-	-
4 \$15,001 TO \$20,000	2	1.9	458	0.5
5 MORE THAN \$20,000	10	9.3	38736	41.5
6 VARIES ACCORDING TO EARNINGS	10	9.3	3922	4.2
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	11	10.3	5690	6.1
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	0.9	110	0.1
TOTAL	107	100.0	93244	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	17	15.9	8571	9.2
1 100% OF PREMIUM	42	39.3	66609	71.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.9	284	0.3
3 75% OF PREMIUM	16	15.0	4671	5.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	7.5	2538	2.7
5 50% OF PREMIUM	16	15.0	7243	7.8
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	4.7	3237	3.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	0.9	91	0.1
TOTAL	107	100.0	93244	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	18	16.8	10282	11.0
1 BASIC (A)	2	1.9	1263	1.4
2 BASIC AND EXTENDED (A AND B)	17	15.9	4904	5.3
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	51	47.7	69387	74.4
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	17.8	7408	7.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	40	37.4	18005	19.3
1 PROVISION	67	62.6	75239	80.7
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 12-21 ADMINISTRATION OF PENSION FUND

0 NO PROVISION	55	51.4	25918	27.8
1 UNION	-	-	-	-
2 MANAGEMENT	4	3.7	5849	6.3
3 JOINT UNION MANAGEMENT ADMINISTRATION	1	0.9	584	0.6
4 ADMINISTERED BY SEPARATE TRUSTEES	1	0.9	172	0.2
5 MUNICIPAL/PROVINCIAL GOVERNMENT	43	40.2	59873	64.2
6 OTHER	3	2.8	848	0.9
TOTAL	107	100.0	93244	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	53	49.5	40442	43.4
1 PROVISION	54	50.5	52802	56.6
TOTAL	107	100.0	93244	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	4	3.7	2651	2.8
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	15	14.0	10728	11.5
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	19	17.8	7244	7.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	35	32.7	57595	61.8
4 BY UNION REPRESENTATIVE	5	4.7	1808	1.9
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	24	22.4	7054	7.6
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	3	2.8	1508	1.6
8 OTHER	2	1.9	4656	5.0
TOTAL	107	100.0	93244	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	14	13.1	4893	5.2
1 72 HOURS OR LESS	3	2.8	419	0.4
2 FIVE DAYS	11	10.3	4272	4.6
3 ONE WEEK	3	2.8	351	0.4
4 TEN DAYS	14	13.1	3425	3.7
5 TWO WEEKS	16	15.0	25128	26.9
6 THREE WEEKS	4	3.7	3229	3.5
7 ONE MONTH	17	15.9	39336	42.2
8 TWO MONTHS	1	0.9	1200	1.3
9 VARIES BY TYPE OF GRIEVANCE	3	2.8	576	0.6
10 OTHER	21	19.6	10415	11.2
TOTAL	107	100.0	93244	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	73	68.2	28180	30.2
1 PROVISION	34	31.8	65064	69.8
TOTAL	107	100.0	93244	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	102	95.3	59925	64.3
1 PROVISION	5	4.7	33319	35.7
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

0 NO PROVISION	74	69.2	45428	48.7
1 PROVISION	33	30.8	47816	51.3
TOTAL	107	100.0	93244	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

0 NO PROVISION	85	79.4	48071	51.6
1 PROVISION	22	20.6	45173	48.4
TOTAL	107	100.0	93244	100.0

FIELD 13-07 ARBITRATION

0 AS REQUIRED BY LEGISLATION	3	2.8	6479	6.9
1 SINGLE ARBITRATOR	26	24.3	12759	13.7
2 PERMANENT UMPIRE (NAMED)	50	46.7	16252	17.4
3 TRIPARTITE BOARD	21	19.6	54327	58.3
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	7	6.5	3427	3.7
5 CHOICE OF ALTERNATIVES				
6 OTHER				
TOTAL	107	100.0	93244	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

0 NOT PROHIBITED (OR NO MENTION)	105	98.1	92950	99.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	2	1.9	294	0.3
TOTAL	107	100.0	93244	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

0 NO PROVISION	98	91.6	91751	98.4
1 PROVISION	9	8.4	1493	1.6
TOTAL	107	100.0	93244	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

0 NO PROVISION	35	32.7	16199	17.4
1 JOINT SAFETY COMMITTEE	70	65.4	76446	82.0
2 OTHER	2	1.9	599	0.6
TOTAL	107	100.0	93244	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

0 NO SAFETY COMMITTEE PROVISION	38	35.5	17053	18.3
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	43	40.2	34632	37.1
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	5	4.7	4644	5.0
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.9	420	0.5
4 RIGHT TO UNDERTAKE INSPECTIONS	4	3.7	1362	1.5
5 COMBINATION OF 2 AND 3	1	0.9	122	0.1
6 COMBINATION OF 2 AND 4	4	3.7	977	1.0
7 COMBINATION OF 2, 3 AND 4	5	4.7	33258	35.7
8 OTHER	6	5.6	776	0.8
TOTAL	107	100.0	93244	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%

FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

0 NO SAFETY COMMITTEE PROVISION	38	35.5	17070	18.3
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	46	43.0	35014	37.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	23	21.5	41160	44.1
TOTAL	107	100.0	93244	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

0 NO PROVISION	59	55.1	44178	47.4
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	42	39.3	46497	49.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	3	2.8	339	0.4
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	1.9	1730	1.9
4 OTHER	1	0.9	500	0.5
TOTAL	107	100.0	93244	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

0 NO PROVISION	71	66.4	49092	52.6
1 PROVISION	36	33.6	44152	47.4
TOTAL	107	100.0	93244	100.0

FIELD 14-06 VIDEO DISPLAY TERMINALS

0 NO PROVISION	81	75.7	51105	54.8
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	5	4.7	4205	4.5
2 RESTRICTION ON HOURS/REST BREAKS	1	0.9	300	0.3
3 COMBINATION OF 1 AND 2	13	12.1	35894	38.5
4 OTHER	7	6.5	1740	1.9
TOTAL	107	100.0	93244	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

0 NO PROVISION	102	95.3	59654	64.0
1 PROVISION	5	4.7	33590	36.0
TOTAL	107	100.0	93244	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

0 NO PROVISION	47	43.9	60745	65.1
1 PROVISION	60	56.1	32499	34.9
TOTAL	107	100.0	93244	100.0

FIELD 15-02 SEXUAL HARASSMENT

0 NO PROVISION	77	72.0	50702	54.4
1 POLICY STATEMENT ONLY	4	3.7	2163	2.3
2 POLICY AND/OR COMPLAINT PROCEDURE	26	24.3	40379	43.3
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	107	100.0	93244	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

0 NO PROVISION	102	95.3	58226	62.4
1 PROVISION	5	4.7	35018	37.6
TOTAL	107	100.0	93244	100.0

PUBLIC SECTOR

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION
1 PROVISION

AGREEMENTS NO.	%	EMPLOYEES NO.	%
79	73.8	48020	51.5
28	26.2	45224	48.5
107	100.0	93244	100.0

TOTAL

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION
1 PROVISION

89	83.2	52629	56.4
18	16.8	40615	43.6
107	100.0	93244	100.0

TOTAL

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION
1 PROVISION

54	50.5	32669	35.0
53	49.5	60575	65.0
107	100.0	93244	100.0

TOTAL

FIELD 15-07 TOOL ALLOWANCE

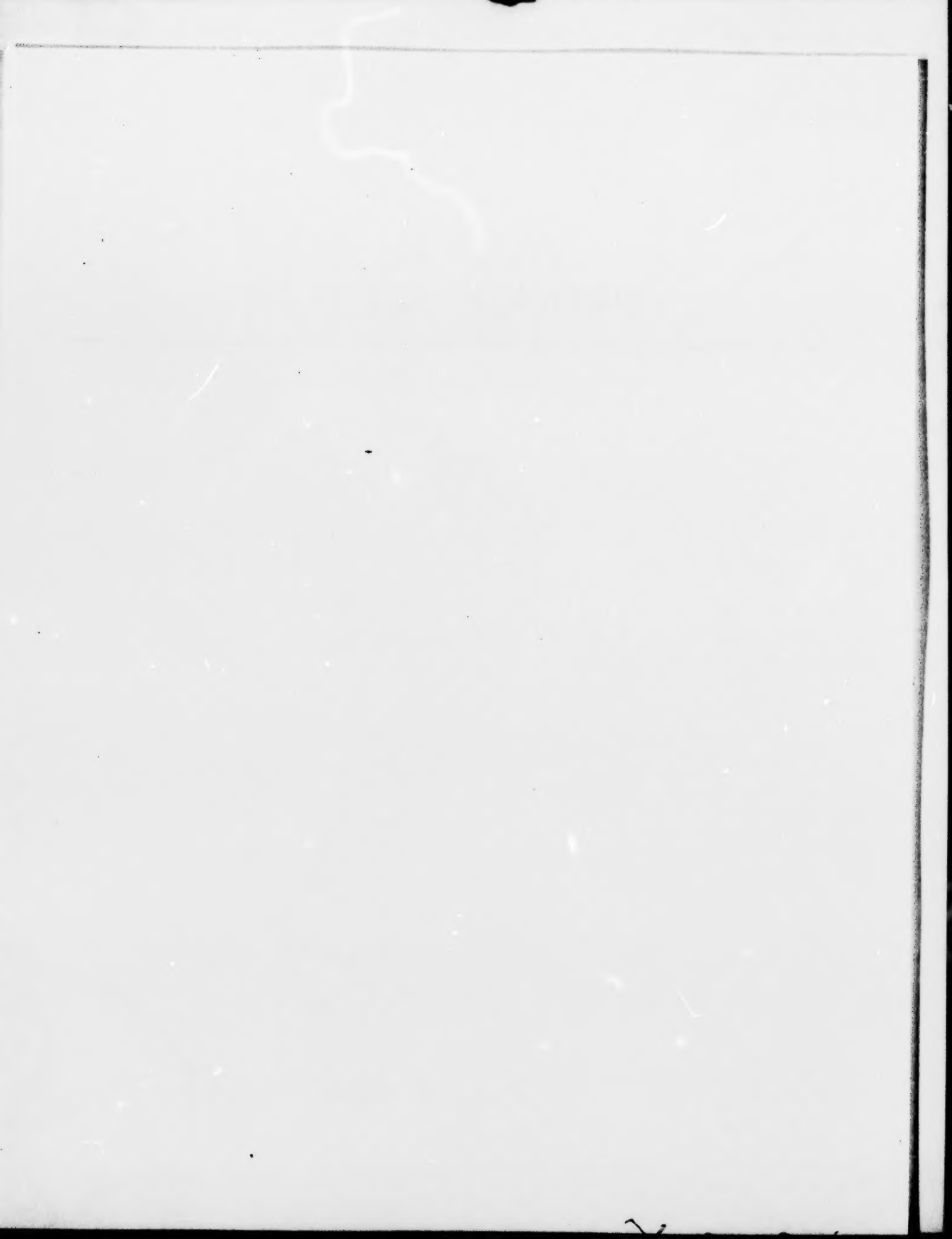
0 NO PROVISION
1 PROVISION

69	64.5	49011	52.6
38	35.5	44233	47.4
107	100.0	93244	100.0

TOTAL

PART II: b PRIVATE SECTOR

(188 agreements covering 147,598 employees)



PRIVATE SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

SECTION 1 - GENERAL INFORMATION**FIELD 1-01 PARTIES TO AGREEMENT**

0 SINGLE LOCAL - SINGLE EMPLOYER	122	64.9	43742	29.6
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	51	27.1	54690	37.1
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	4	2.1	4940	3.3
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	4.3	41650	28.2
4 MULTI-UNION AND SINGLE EMPLOYER	2	1.1	1776	1.2
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	0.5	800	0.5
TOTAL	188	100.0	147598	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	19	10.1	1739	1.2
1 100 - 199 EMPLOYEES	67	35.6	9487	6.4
2 200 - 499 EMPLOYEES	53	28.2	15596	10.6
3 500 - 999 EMPLOYEES	21	11.2	13600	9.2
4 1000 - 4999 EMPLOYEES	24	12.8	53076	36.0
5 5000 - 9,999 EMPLOYEES	1	0.5	9000	6.1
6 10,000 OR MORE EMPLOYEES	3	1.6	45100	30.6
TOTAL	188	100.0	147598	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	177	94.1	126422	85.7
1 FEDERAL	11	5.9	21176	14.3
TOTAL	188	100.0	147598	100.0

FIELD 1-04 SECTOR

0 PRIVATE	188	100.0	147598	100.0
1 PUBLIC	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 1-05 TERM OF AGREEMENT

0 1 YEAR	15	8.0	7264	4.9
1 MORE THAN 1 YEAR, LESS THAN 2	6	3.2	11841	8.0
2 2 YEARS	100	53.2	65760	44.6
3 MORE THAN 2 YEARS, LESS THAN 3	39	20.7	26816	18.2
4 3 YEARS	17	9.0	27855	18.9
5 MORE THAN 3 YEARS	9	4.8	7499	5.1
6 OTHER	2	1.1	563	0.4
TOTAL	188	100.0	147598	100.0

FIELD 1-06 EXPIRY DATE OF AGREEMENT

0 2ND HALF OF 1983	2	1.1	280	0.2
1 1ST HALF OF 1984	82	43.6	42153	28.6
2 2ND HALF OF 1984	41	21.8	35787	24.2
3 1ST HALF OF 1985	44	23.4	29533	20.0
4 2ND HALF OF 1985	12	6.4	14225	9.6
5 1ST HALF OF 1986	3	1.6	24700	16.7
6 2ND HALF OF 1986	3	1.6	807	0.5
7 LATER THAN 1986	1	0.5	113	0.1
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 1-07 GEOGRAPHICAL BREAKDOWN

0 EAST AND WEST KOOTENAYS	7	3.7	5361	3.6
1 OKANAGAN	12	6.4	4016	2.7
2 SOUTHERN INTERIOR	1	0.5	325	0.2
3 LOWER COAST AND LOWER MAINLAND	96	51.1	34841	23.6
4 VANCOUVER ISLAND	5	2.7	1375	0.9
5 CENTRAL INTERIOR	7	3.7	1457	1.0
6 PEACE RIVER	1	0.5	147	0.1
7 NORTH WEST	5	2.7	2862	1.9
8 TWO OR MORE REGIONS	51	27.1	94128	63.8
9 INTER-PROVINCIAL	3	1.6	3086	2.1
TOTAL	188	100.0	147598	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE

0 NO PROVISION	44	23.4	58701	39.8
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	93	49.5	70791	48.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	15	8.0	5036	3.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	35	18.6	12970	8.8
4 OTHER	1	0.5	100	0.1
TOTAL	188	100.0	147598	100.0

FIELD 2-02 CONTRACTING OUT

0 NO PROVISION	81	43.1	52505	35.6
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	25	13.3	17431	11.8
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	20	10.6	3461	2.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	1.6	530	0.4
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	16	8.5	19696	13.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	1.1	761	0.5
6 OTHER	41	21.8	53214	36.1
TOTAL	188	100.0	147598	100.0

FIELD 2-03 UNION SECURITY CLAUSE

0 NO PROVISION	11	5.9	8053	5.5
1 CLOSED SHOP	55	29.3	56689	38.4
2 UNION SHOP	86	45.7	36498	24.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	26	13.8	41997	28.5
4 MAINTENANCE OF MEMBERSHIP	4	2.1	1834	1.2
5 RAND FORMULA	4	2.1	2243	1.5
6 OTHER	2	1.1	284	0.2
TOTAL	188	100.0	147598	100.0

FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF

0 NO PROVISION	3	1.6	1583	1.1
1 VOLUNTARY	2	1.1	695	0.5
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	140	74.5	93037	63.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	31	16.5	43826	29.7
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	10	5.3	7854	5.3
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	2	1.1	603	0.4
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES,
HANDLE HOT CARGOES, ETC.

0 NO PROVISION	82	43.6	66523	45.1
1 CROSS PICKET LINES	39	20.7	24930	16.9
2 HOT CARGOES	1	0.5	88	0.1
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	65	34.6	55925	37.9
5 OTHER	1	0.5	132	0.1
TOTAL	188	100.0	147598	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	34	18.1	44446	30.1
1 UNION HIRING HALL	5	2.7	2476	1.7
2 EMPLOYER (PLANT, BARGAINING UNIT)	84	44.7	31940	21.6
3 DEPARTMENT (BRANCH, DIVISION)	6	3.2	13994	9.5
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	35	18.6	24217	16.4
6 EMPLOYER AND CRAFT	7	3.7	3203	2.2
7 COMBINATION OF THE ABOVE	9	4.8	1493	1.0
8 OTHER	8	4.3	25829	17.5
TOTAL	188	100.0	147598	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	41	21.8	47504	32.2
1 ONE CALENDAR MONTH	17	9.0	7541	5.1
2 TWO CALENDAR MONTHS	4	2.1	986	0.7
3 THREE CALENDAR MONTHS	19	10.1	16379	11.1
4 SIX CALENDAR MONTHS	6	3.2	4101	2.8
5 THIRTY WORKING DAYS	23	12.2	28966	19.6
6 FORTY-FIVE WORKING DAYS	15	8.0	5377	3.6
7 SIXTY WORKING DAYS	11	5.9	4188	2.8
8 240 WORKING DAYS	-	-	-	-
9 OTHER	52	27.7	32556	22.1
TOTAL	188	100.0	147598	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	64	34.0	80103	54.3
1 STRAIGHT SENIORITY	4	2.1	712	0.5
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	61	32.4	48555	32.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	34	18.1	11444	7.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	24	12.8	5284	3.6
5 OTHER	1	0.5	1500	1.0
TOTAL	188	100.0	147598	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	34	18.1	45950	31.1
1 STRAIGHT SENIORITY	31	16.5	18987	12.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	91	48.4	70256	47.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	14	7.4	6830	4.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	12	6.4	3315	2.2
5 OTHER	6	3.2	2260	1.5
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

0 NO PROVISION	80	42.6	90202	61.1
1 LESS THAN 24 HOURS	16	8.5	16487	11.2
2 24 HOURS TO 48 HOURS	21	11.2	8535	5.8
3 72 HOURS	6	3.2	1285	0.9
4 ONE WEEK	5	2.7	686	0.5
5 TWO WEEKS	12	6.4	3081	2.1
6 ONE MONTH	2	1.1	948	0.6
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	21	11.2	6353	4.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	4	2.1	2109	1.4
9 OTHER	21	11.2	17912	12.1
TOTAL	188	100.0	147598	100.0

FIELD 3-06 RECALL PROCEDURE

0 NO PROVISION	39	20.7	48197	32.7
1 STRAIGHT SENIORITY	24	12.8	18179	12.3
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	97	51.6	71114	48.2
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	9	4.8	5003	3.4
4 SENIORITY CONSIDERED WITH OTHER FACTORS	12	6.4	3315	2.2
5 UNION HIRING HALL REFERRAL	3	1.6	439	0.3
6 OTHER	4	2.1	1351	0.9
TOTAL	188	100.0	147598	100.0

FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS

0 NO PROVISION	60	31.9	53250	36.1
1 FAILURE TO REPORT WHEN NOTIFIED	12	6.4	2329	1.6
2 AFTER A SPECIFIED PERIOD OFF WORK	8	4.3	28628	19.4
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	108	57.4	63391	42.9
TOTAL	188	100.0	147598	100.0

FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF

0 NO PROVISION	62	33.0	53459	36.2
1 LESS THAN SIX MONTHS	8	4.3	3802	2.6
2 SIX MONTHS	11	5.9	11599	7.9
3 SEVEN TO TWELVE MONTHS	4	2.1	1590	1.1
4 TWELVE MONTHS	26	13.8	11246	7.6
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	15	8.0	5897	4.0
6 MORE THAN TWENTY-FOUR MONTHS	4	2.1	2845	1.9
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	47	25.0	44031	29.8
8 NOT SPECIFIED OR INDEFINITE	6	3.2	1569	1.1
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	5	2.7	11560	7.8
TOTAL	188	100.0	147598	100.0

FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY

0 NO PROVISION	118	62.8	121941	82.6
1 UP TO 1 YEAR	11	5.9	5066	3.4
2 12 - 24 MONTHS	18	9.6	4834	3.3
3 MORE THAN 24 MONTHS	4	2.1	1705	1.2
4 VARIES BY TYPE OF INCAPACITATION	9	4.8	2002	1.4
5 OTHER	28	14.9	12050	8.2
TOTAL	188	100.0	147598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT

0 NO PROVISION	129	68.6	101570	68.8
1 SENIORITY LOST ON TRANSFER	2	1.1	294	0.2
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	43	22.9	39596	26.8
3 SENIORITY RETAINED INDEFINITELY	8	4.3	4643	3.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	6	3.2	1495	1.0
TOTAL	188	100.0	147598	100.0

FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY)
ON LAY-OFFS, ETC.

0 NO PROVISION	148	78.7	106856	72.4
1 FOR UNION OFFICIALS	24	12.8	24928	16.9
2 SPECIAL SKILLS, APPRENTICES	10	5.3	13551	9.2
3 COMBINATION OF ALTERNATIVES	5	2.7	2078	1.4
4 OTHER	1	0.5	185	0.1
TOTAL	188	100.0	147598	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING

0 NO PROVISION	66	35.1	66934	45.3
1 PROVISION	122	64.9	80664	54.7
TOTAL	188	100.0	147598	100.0

FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED
WORKERS (EXISTING EMPLOYEES)

0 NO PROVISION	145	77.1	121695	82.5
1 OLDER WORKERS	4	2.1	5395	3.7
2 DISABLED WORKERS	31	16.5	17651	12.0
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	8	4.3	2857	1.9
TOTAL	188	100.0	147598	100.0

FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES

0 NO PROVISION	169	89.9	136194	92.3
1 PROVISION	19	10.1	11404	7.7
TOTAL	188	100.0	147598	100.0

FIELD 4-04 TRAINING OR RETRAINING
(OTHER THAN TECHNOLOGICAL CHANGE)

0 NO PROVISION	64	34.0	36609	24.8
1 APPRENTICESHIP	55	29.3	41884	28.4
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	14	7.4	8500	5.8
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	0.5	11000	7.5
4 1 AND 2	25	13.3	8319	5.6
5 1 AND 3	2	1.1	700	0.5
6 2 AND 3	8	4.3	2241	1.5
7 1, 2 AND 3	5	2.7	4983	3.4
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	2	1.1	195	0.1
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	0.5	180	0.1
10 OTHER	11	5.9	32987	22.3
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO

0 NO PROVISION	127	67.6	96055	65.1
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	2	1.1	510	0.3
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	7	3.7	10485	7.1
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	4	2.1	1994	1.4
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	16	8.5	15168	10.3
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	18	9.6	11072	7.5
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	5	2.7	1880	1.3
7 NOT SPECIFIED	9	4.8	10434	7.1
TOTAL	188	100.0	147598	100.0

FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/
WORK SHARING

0 NO PROVISION	167	88.8	140100	94.9
1 REDUCTION IN NORMAL HOURS OF WORK	13	6.9	5358	3.6
2 CHANGE IN TYPE OF WORK	2	1.1	600	0.4
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	6	3.2	1540	1.0
TOTAL	188	100.0	147598	100.0

FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT

0 NO PROVISION	100	53.2	95506	64.7
1 REGULAR RATE OF EMPLOYEE	1	0.5	106	0.1
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	81	43.1	44576	30.2
3 RATE OF TEMPORARY JOB	3	1.6	2215	1.5
4 OTHER	3	1.6	5195	3.5
TOTAL	188	100.0	147598	100.0

FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS

0 NO PROVISION	144	76.6	131400	89.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	12	6.4	4118	2.8
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	19	10.1	8456	5.7
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.5	743	0.5
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.5	320	0.2
5 OTHER	11	5.9	2561	1.7
TOTAL	188	100.0	147598	100.0

FIELD 4-09 MOONLIGHTING

0 NO PROVISION	153	81.4	134550	91.2
1 PROHIBITED	22	11.7	10816	7.3
2 PERMITTED - WITH RESTRICTIONS	8	4.3	1197	0.8
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	5	2.7	1035	0.7
TOTAL	188	100.0	147598	100.0

FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS

0 NO PROVISION	111	59.0	76535	51.9
1 UNION-MANAGEMENT CONSULTATION ONLY	15	8.0	3313	2.2
2 ARBITRATION IF CONSULTATION FAILS	60	31.9	43400	29.4
3 OTHER	2	1.1	24350	16.5
TOTAL	188	100.0	147598	100.0

AGREEMENTS	EMPLOYEES
NO.	NO.

SECTION 5 - TECHNOLOGICAL CHANGE**FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION**

0 NO PROVISION	91	48.4	78244	53.0
1 LESS THAN THREE MONTHS	20	10.6	20280	13.7
2 THREE MONTHS	30	16.0	9724	6.6
3 SIX MONTHS	19	10.1	28844	19.5
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	21	11.2	7228	4.9
6 OTHER	7	3.7	3278	2.2
TOTAL	188	100.0	147598	100.0

FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	130	69.1	116865	79.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	20	10.6	15655	10.6
2 CONSULTATION - DETAILS UNSPECIFIED	38	20.2	15078	10.2
3 OTHER	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE

0 NO PROVISION	165	87.8	141918	96.2
1 PROVISION	23	12.2	5680	3.8
TOTAL	188	100.0	147598	100.0

FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY

0 NO PROVISION	91	48.4	71508	48.4
1 STRAIGHT LAYOFF	3	1.6	362	0.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	74	39.4	59122	40.1
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	2	1.1	1378	0.9
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	5	2.7	2240	1.5
5 COMBINATION	4	2.1	765	0.5
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	5	2.7	733	0.5
7 OTHER	4	2.1	11490	7.8
TOTAL	188	100.0	147598	100.0

FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY

0 NO PROVISION	121	64.4	92455	62.6
1 LESS THAN ONE YEAR	4	2.1	1456	1.0
2 ONE YEAR	28	14.9	39869	27.0
3 TWO YEARS	9	4.8	1904	1.3
4 THREE YEARS	8	4.3	2976	2.0
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	13	6.9	6909	4.7
7 TEN YEARS	-	-	-	-
8 OTHER	5	2.7	2029	1.4
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 5-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	108	57.4	88690	60.1
1 ONE WEEK'S PAY PER YEAR OF SERVICE	20	10.6	29990	20.3
2 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	19	10.1	5623	3.8
3 VARIES ACCORDING TO LENGTH OF SERVICE	11	5.9	4770	3.2
4 FLAT AMOUNT (E.G. \$50/YEAR OR \$500 ON TERMINATION, ETC.)	8	4.3	11643	7.9
5 OTHER	22	11.7	6882	4.7
TOTAL	188	100.0	147598	100.0

FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY

0 NO PROVISION	127	67.6	93382	63.3
1 LESS THAN 20 WEEKS' PAY	19	10.1	6182	4.2
2 20 - 25 WEEKS' PAY	5	2.7	1927	1.3
3 26 - 29 WEEKS' PAY	7	3.7	1054	0.7
4 30 - 51 WEEKS' PAY	6	3.2	25455	17.2
5 52 WEEK'S PAY OR MORE	3	1.6	1581	1.1
6 NO MAXIMUM	19	10.1	17760	12.0
7 OTHER	2	1.1	257	0.2
TOTAL	188	100.0	147598	100.0

FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF

0 NO PROVISION	173	92.0	134112	90.9
1 LESS THAN THREE MONTHS	7	3.7	1333	0.9
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	2	1.1	498	0.3
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	0.5	187	0.1
4 MENTIONED, NOT SPECIFIED	1	0.5	100	0.1
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	4	2.1	11368	7.7
TOTAL	188	100.0	147598	100.0

FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED

0 NO PROVISION	77	41.0	65335	44.3
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	69	36.7	21323	14.4
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	4	2.1	25595	17.3
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	34	18.1	34804	23.6
6 OTHER	4	2.1	541	0.4
TOTAL	188	100.0	147598	100.0

FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE

0 NO PROVISION	87	46.3	68555	46.4
1 COMPANY PROGRAM	21	11.2	5554	3.8
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	20	10.6	34361	23.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	57	30.3	27940	18.9
5 OTHER	3	1.6	11188	7.6
TOTAL	188	100.0	147598	100.0

FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER

0 NO PROVISION	188	100.0	147598	100.0
1 PROVISION	-	-	-	-
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE

0 NO PROVISION	186	98.9	146505	99.3
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	1	0.5	743	0.5
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	0.5	350	0.2
TOTAL	188	100.0	147598	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES

0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	20	10.6	8162	5.5
1 WAGE ADJUSTMENT EVERY SIX MONTHS	35	18.6	26657	18.1
2 WAGE ADJUSTMENT YEARLY	84	44.7	78700	53.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	41	21.8	26181	17.7
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	0.5	2300	1.6
5 OTHER	7	3.7	5598	3.8
TOTAL	188	100.0	147598	100.0

FIELD 6-02 OTHER WAGE ADJUSTMENTS

0 NO PROVISION	177	94.1	145329	98.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	2	1.1	273	0.2
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	5	2.7	1055	0.7
3 COMBINATION OF 1 AND 2	1	0.5	250	0.2
4 OTHER	3	1.6	691	0.5
TOTAL	188	100.0	147598	100.0

FIELD 6-03 SEVERANCE PAY

0 NO PROVISION	126	67.0	114189	77.4
1 SEVERANCE PAY PLAN	55	29.3	30962	21.0
2 LAYOFF BENEFITS PLAN	2	1.1	195	0.1
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	3	1.6	1718	1.2
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	2	1.1	534	0.4
TOTAL	188	100.0	147598	100.0

FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS

0 NO PROVISION	184	97.9	144140	97.7
1 PROVISION	4	2.1	3458	2.3
TOTAL	188	100.0	147598	100.0

FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR
SEVERANCE BENEFITS

0 NO PROVISION	133	70.7	115059	78.0
1 LESS THAN ONE YEAR	10	5.3	3932	2.7
2 ONE YEAR	19	10.1	18197	12.3
3 TWO YEARS	6	3.2	2890	2.0
4 THREE YEARS	4	2.1	1373	0.9
5 FIVE YEARS	7	3.7	3500	2.4
6 TEN YEARS	-	-	-	-
7 OTHER	9	4.8	2647	1.8
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 6-06 ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	125	66.5	113984	77.2
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	0.5	95	0.1
2 ONE WEEK'S PAY PER YEAR OF SERVICE	19	10.1	7736	5.2
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	4	2.1	735	0.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	23	12.2	18653	12.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1	0.5	200	0.1
6 OTHER	15	8.0	6195	4.2
TOTAL	188	100.0	147598	100.0

FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY

0 NO PROVISION	143	76.1	118979	80.6
1 LESS THAN 20 WEEKS' PAY	11	5.9	3945	2.7
2 20 WEEKS' PAY	5	2.7	3765	2.6
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	0.5	89	0.1
5 30 - 52 WEEKS' PAY	12	6.4	3469	2.4
6 NO MAXIMUM	12	6.4	15903	10.8
7 OTHER	4	2.1	1448	1.0
TOTAL	188	100.0	147598	100.0

FIELD 6-08 COLA

0 NO PROVISION	138	73.4	126657	85.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	48	25.5	20753	14.1
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	2	1.1	188	0.1
TOTAL	188	100.0	147598	100.0

FIELD 6-09 COLA: FREQUENCY

0 NO PROVISION	138	73.4	126657	85.8
1 AUTOMATIC MONTHLY ADJUSTMENT	12	6.4	2220	1.5
2 AUTOMATIC QUARTERLY ADJUSTMENT	7	3.7	5483	3.7
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	8	4.3	2958	2.0
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	10	5.3	4814	3.3
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	4	2.1	834	0.6
9 OTHER	9	4.8	4632	3.1
TOTAL	188	100.0	147598	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORKFIELD 7-01 NORMAL DAILY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	800	0.6
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	790	0.6
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	44406	31.5
5 7 3/4 HOURS	2112	1.5
6 EIGHT HOURS	83327	59.2
7 MORE THAN EIGHT HOURS	1706	1.2
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	7603	5.4
TOTAL	140749	100.0

AGREEMENTS
NO. %

EMPLOYEES
NO. %

FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	154	2.2
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	6083	88.8
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	383	5.6
7 MORE THAN EIGHT HOURS	110	1.6
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	119	1.7
TOTAL	6849	100.0

FIELD 7-03 NORMAL WEEKLY WORK DAYS -
NON OFFICE EMPLOYEES

0 NO PROVISION	6403	4.5
1 THREE DAYS	-	-
2 FOUR DAYS	3031	2.2
3 FIVE DAYS	124207	88.2
4 VARIES BY SEASON, LOCATION, ETC.	4500	3.2
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	126	0.1
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	500	0.4
7 OTHER	1977	1.4
TOTAL	140749	100.0

FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 THREE DAYS	-	-
2 FOUR DAYS	110	1.6
3 FIVE DAYS	6709	98.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-
7 OTHER	30	0.4
TOTAL	6849	100.0

FIELD 7-05 NORMAL WEEKLY WORK HOURS -
NON OFFICE EMPLOYEES

0 NO PROVISION	800	0.6
1 LESS THAN 35 HOURS	-	-
2 35 HOURS	1796	1.3
3 37 1/2 HOURS	44156	31.4
4 40 HOURS	83453	59.3
5 MORE THAN 40 HOURS	-	-
6 OTHER	10539	7.5
TOTAL	140749	100.0

FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES

0 NO PROVISION	-	-
1 LESS THAN 35 HOURS	110	1.6
2 35 HOURS	154	2.2
3 37 1/2 HOURS	6083	88.8
4 40 HOURS	383	5.6
5 MORE THAN 40 HOURS	-	-
6 OTHER	119	1.7
TOTAL	6849	100.0

PRIVATE SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 7-07 DAYS OFF PER WEEK

0 NO PROVISION	11	5.9	9230	6.3
1 TWO DAYS (CONSECUTIVE)	155	82.4	113055	76.6
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	2	1.1	1360	0.9
4 THREE DAYS (NOT CONSECUTIVE)	1	0.5	100	0.1
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	6	3.2	6392	4.3
7 OTHER	13	6.9	17461	11.8
TOTAL	188	100.0	147598	100.0

FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED

0 LEGISLATION (2 HOURS' PAY)	121	64.4	100201	67.9
1 THREE HOURS' PAY	2	1.1	309	0.2
2 FOUR HOURS' PAY	46	24.5	41581	28.2
3 FULL SHIFT'S PAY	17	9.0	4887	3.3
4 OTHER	2	1.1	620	0.4
TOTAL	188	100.0	147598	100.0

FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED

0 LEGISLATION (4 HOURS' PAY)	166	88.3	141816	96.1
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	3	1.6	1114	0.8
2 FULL SHIFT'S PAY	17	9.0	3981	2.7
3 OTHER	2	1.1	687	0.5
TOTAL	188	100.0	147598	100.0

FIELD 7-10 PAID REST PERIODS

0 NO PROVISION	39	20.7	26699	18.1
1 TWO FOR A TOTAL OF 20 MINUTES	76	40.4	82047	55.6
2 TWO FOR A TOTAL OF 30 MINUTES	48	25.5	28395	19.2
3 TWO FOR A TOTAL OF 40 MINUTES	1	0.5	86	0.1
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	2	1.1	750	0.5
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	14	7.4	7551	5.1
6 OTHER	8	4.3	2070	1.4
TOTAL	188	100.0	147598	100.0

FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.

0 NO PROVISION	101	53.7	108075	73.2
1 LESS THAN ONE DAY (24 HOURS)	10	5.3	1468	1.0
2 ONE DAY (24 HOURS)	19	10.1	5416	3.7
3 MORE THAN ONE DAY LESS THAN THREE	24	12.8	17271	11.7
4 THREE DAYS TO LESS THAN SEVEN	13	6.9	8153	5.5
5 SEVEN TO FOURTEEN DAYS	7	3.7	798	0.5
6 MORE THAN FOURTEEN DAYS	1	0.5	150	0.1
7 NOTICE MENTIONED BUT NOT SPECIFIED	4	2.1	2262	1.5
8 OTHER	9	4.8	4005	2.7
TOTAL	188	100.0	147598	100.0

FIELD 7-12 PORTAL-TO-PORTAL

0 NO PROVISION	164	87.2	104080	70.5
1 PROVISION	24	12.8	43518	29.5
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS

0 NO PROVISION	126	67.0	108984	73.8
1 PROVISION	62	33.0	38614	26.2
TOTAL	188	100.0	147598	100.0

FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS

0 NO PROVISION	184	97.9	146382	99.2
1 PROVISION	4	2.1	1216	0.8
TOTAL	188	100.0	147598	100.0

FIELD 7-15 COMPRESSED WORK WEEK

0 NO PROVISION	171	91.0	143105	97.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	2.7	1402	0.9
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	2	1.1	461	0.3
5 UNDER STUDY	2	1.1	853	0.6
6 OTHER	8	4.3	1777	1.2
TOTAL	188	100.0	147598	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS

0 1 1/2 X	18	9.6	8557	5.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	4	2.1	5458	3.7
2 1 1/2 X FOR TWO HOURS, THEN 2 X	45	23.9	30233	20.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	16	8.5	28400	19.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	1.6	757	0.5
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	90	47.9	56066	38.0
7 OTHER	12	6.4	18127	12.3
TOTAL	188	100.0	147598	100.0

FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS

0 1 1/2 X	43	22.9	46369	31.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.1	5089	3.4
2 1 1/2 X FOR TWO HOURS, THEN 2 X	12	6.4	14848	10.1
3 1 1/2 X FOR THREE HOURS, THEN 2 X	5	2.7	1834	1.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	6	3.2	1136	0.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	10	5.3	2738	1.9
6 2 X	99	52.7	67002	45.4
7 OTHER	11	5.9	8582	5.8
TOTAL	188	100.0	147598	100.0

FIELD 8-03 OVERTIME RATE ON SIXTH DAY
(OR FIRST DAY NOT NORMALLY WORKED)

0 NO PROVISION	13	6.9	7850	5.3
1 1 1/2 X	23	12.2	31474	21.3
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.5	5000	3.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	10	5.3	6085	4.1
4 1 1/2 X FOR THREE HOURS, THEN 2 X	2	1.1	225	0.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	3.7	2497	1.7
6 2 X	103	54.8	69038	46.8
7 OTHER	29	15.4	25429	17.2
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-04 OVERTIME RATE ON SEVENTH DAY
(OR SECOND DAY NOT NORMALLY WORKED)

0 NO PROVISION	15	8.0	8173	5.5
1 1 1/2 X	7	3.7	8599	5.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	1.1	670	0.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	0.5	154	0.1
5 2 X	144	76.6	117930	79.9
6 3 X	1	0.5	467	0.3
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	18	9.6	11605	7.9
TOTAL	188	100.0	147598	100.0

FIELD 8-05 OVERTIME COMPENSATION

0 NO PROVISION	80	42.6	94953	64.3
1 PAY ONLY	63	33.5	24160	16.4
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	43	22.9	28121	19.1
4 OTHER	2	1.1	364	0.2
TOTAL	188	100.0	147598	100.0

FIELD 8-06 RIGHT TO REFUSE

0 NO PROVISION	101	53.7	110797	75.1
1 RIGHT TO REFUSE OVERTIME	78	41.5	34117	23.1
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	3	1.6	785	0.5
4 OTHER	6	3.2	1899	1.3
TOTAL	188	100.0	147598	100.0

FIELD 8-07 DISTRIBUTION OF OVERTIME

0 NO PROVISION	103	54.8	103144	69.9
1 BASED ON SENIORITY	27	14.4	12676	8.6
2 SHARED AMONG ALL EMPLOYEES	52	27.7	30628	20.8
3 OTHER	6	3.2	1150	0.8
TOTAL	188	100.0	147598	100.0

FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON
SATURDAY

0 NO PROVISION	148	78.7	110999	75.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	7	3.7	26110	17.7
2 1 1/2 X	5	2.7	1731	1.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	1.1	230	0.2
6 FLAT AMOUNT PER HOUR OR DAY	19	10.1	5898	4.0
7 PERCENTAGE OF REGULAR RATE	4	2.1	1610	1.1
8 OTHER	3	1.6	1020	0.7
TOTAL	188	100.0	147598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON
SUNDAY

0 NO PROVISION	147	78.2	96654	65.5
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	4	2.1	1753	1.2
2 1 1/2 X	8	4.3	36877	25.0
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.5	600	0.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	4	2.1	786	0.5
6 FLAT AMOUNT PER HOUR OR PER DAY	16	8.5	6138	4.2
7 PERCENTAGE OF REGULAR RATE	6	3.2	2940	2.0
8 OTHER	2	1.1	1850	1.3
TOTAL	188	100.0	147598	100.0

FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE

0 NO PROVISION	65	34.6	65555	44.4
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	3	1.6	1554	1.1
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	3	1.6	2060	1.4
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	32	17.0	37928	25.7
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	5	2.7	3017	2.0
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	10	5.3	3267	2.2
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	12	6.4	3274	2.2
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	29	15.4	10264	7.0
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	2	1.1	900	0.6
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	1.6	965	0.7
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	1.6	687	0.5
12 OTHER	21	11.2	18127	12.3
TOTAL	188	100.0	147598	100.0

FIELD 8-11 PAID MEAL PERIOD

0 NO PROVISION	69	36.7	49335	33.4
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	97	51.6	81118	55.0
2 ON DESIGNATED SHIFTS	7	3.7	2615	1.8
3 1 AND 2	8	4.3	1535	1.0
4 OTHER	7	3.7	12995	8.8
TOTAL	188	100.0	147598	100.0

FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN

0 NO PROVISION	67	35.6	29997	20.3
1 LESS THAN \$4.00	3	1.6	1034	0.7
2 \$4.00 TO \$4.99	3	1.6	454	0.3
3 \$5.00 TO \$5.99	14	7.4	5946	4.0
4 \$6.00 TO \$6.99	15	8.0	4080	2.8
5 \$7.00 AND MORE	21	11.2	7086	4.8
6 MEAL PROVIDED	48	25.5	80013	54.2
7 OTHER	17	9.0	18988	12.9
TOTAL	188	100.0	147598	100.0

FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME,
CALL-IN, ETC.

0 NO PROVISION	157	83.5	126102	85.4
1 1 1/2 X	4	2.1	2356	1.6
2 1 1/2 X FOLLOWED BY A HIGHER RATE	4	2.1	5440	3.7
3 2 X	9	4.8	4569	3.1
4 FLAT AMOUNT	2	1.1	400	0.3
5 OTHER	12	6.4	8731	5.9
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 8-14 STAND-BY PAY

- 0 NO PROVISION
1 PROVISION

TOTAL

AGREEMENTS NO.	%	EMPLOYEES NO.	%
162	86.2	98589	66.8
26	13.8	49009	33.2
188	100.0	147598	100.0

FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK

- 0 NO PROVISION
1 MULTIPLE RATE
(I.E. 1 1/4 X, 1 1/2 X, OR 2 X)
2 FLAT AMOUNT PER HOUR IN ADDITION TO
REGULAR WAGES
3 PERCENTAGE OF REGULAR RATE
4 REDUCED SHIFT
5 OTHER

TOTAL

144	76.6	105416	71.4
10	5.3	3359	2.3
18	9.6	10437	7.1
5	2.7	1137	0.8
11	5.9	27249	18.5
188	100.0	147598	100.0

FIELD 8-16 SECOND SHIFT DIFFERENTIAL

- 0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 1/2 HOUR'S PAY PER SHIFT
7 1 HOUR'S PAY PER SHIFT
8 PERCENTAGE OF HOURLY WAGE RATE
9 FLAT AMOUNT PER SHIFT
10 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
11 OTHER

TOTAL

43	22.9	26684	18.1
2	1.1	430	0.3
9	4.8	2961	2.0
36	19.1	40062	27.1
19	10.1	6820	4.6
5	2.7	2814	1.9
10	5.3	4771	3.2
24	12.8	34903	23.6
10	5.3	3026	2.1
3	1.6	11530	7.8
3	1.6	307	0.2
24	12.8	13290	9.0
188	100.0	147598	100.0

FIELD 8-17 THIRD SHIFT PREMIUM

- 0 NO PROVISION
1 LESS THAN 20 CENTS PER HOUR
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 74 CENTS PER HOUR
5 75 - \$1.00 PER HOUR
6 MORE THAN \$1.00 PER HOUR
7 1/2 HOUR'S PAY PER SHIFT
8 ONE HOUR'S PAY PER SHIFT
9 TWO HOUR'S PAY PER SHIFT
10 PERCENTAGE OF HOURLY WAGE RATE
11 FLAT AMOUNT PER SHIFT
12 FLAT AMOUNT PER SHIFT PLUS HOURLY
DIFFERENTIAL
13 OTHER

TOTAL

49	26.1	29421	19.9
1	0.5	180	0.1
8	4.3	2965	2.0
25	13.3	32504	22.0
25	13.3	9585	6.5
5	2.7	4801	3.3
6	3.2	2962	2.0
3	1.6	561	0.4
9	4.8	18640	12.6
18	9.6	21402	14.5
8	4.3	1476	1.0
3	1.6	11530	7.8
3	1.6	307	0.2
25	13.3	11264	7.6
188	100.0	147598	100.0

FIELD 8-18 SPLIT SHIFT DIFFERENTIAL

- 0 NO PROVISION
1 LESS THAN 20 CENTS
2 20 - 29 CENTS PER HOUR
3 30 - 49 CENTS PER HOUR
4 50 - 75 CENTS PER HOUR
5 MORE THAN 75 CENTS PER HOUR
6 ONE HOUR'S PAY PER SHIFT
7 FLAT AMOUNT PER SHIFT
8 SPLIT SHIFT PROHIBITED
9 OTHER

TOTAL

170	90.4	130967	88.7
1	0.5	1140	0.8
1	0.5	400	0.3
1	-	-	-
4	2.1	11685	7.9
1	0.5	255	0.2
8	4.3	2547	1.7
3	1.6	604	0.4
188	100.0	147598	100.0

PRIVATE SECTOR

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	148	78.7	113087	76.6
1 PROVISION	40	21.3	34511	23.4
TOTAL	188	100.0	147598	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	179	95.2	139278	94.4
1 PROVISION	9	4.8	8320	5.6
TOTAL	188	100.0	147598	100.0
SECTION 9 - PAID HOLIDAYS				
FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	5	2.7	6718	4.6
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	20	10.6	10791	7.3
4 ELEVEN DAYS	72	38.3	72320	49.0
5 TWELVE DAYS	56	29.8	32146	21.8
6 THIRTEEN DAYS	8	4.3	1269	0.9
7 FOURTEEN DAYS	21	11.2	21823	14.8
8 FIFTEEN DAYS	2	1.1	1600	1.1
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	4	2.1	931	0.6
TOTAL	188	100.0	147598	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	66	35.1	58715	39.8
1 MINIMUM LENGTH OF SERVICE	16	8.5	15727	10.7
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	1	0.5	106	0.1
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	25	13.3	18256	12.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	1.1	600	0.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	58	30.9	46124	31.2
7 OTHER	20	10.6	8070	5.5
TOTAL	188	100.0	147598	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	94	50.0	78331	53.1
1 LESS THAN ONE MONTH	16	8.5	15522	10.5
2 ONE MONTH	49	26.1	39960	27.1
3 TWO MONTHS	1	0.5	280	0.2
4 MORE THAN TWO MONTHS	1	0.5	4000	2.7
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	20	10.6	8704	5.9
6 OTHER	7	3.7	801	0.5
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	17	9.0	12369	8.4
1 ANOTHER DAY OFF	3	1.6	555	0.4
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	20	10.6	49507	33.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	128	68.1	69298	47.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	3	1.6	4580	3.1
5 OTHER	17	9.0	11289	7.6
TOTAL	188	100.0	147598	100.0

FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF

0 NO PROVISION	51	27.1	30227	20.5
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	121	64.4	111493	75.5
2 AN EXTRA DAY'S PAY	3	1.6	875	0.6
3 1 OR 2	11	5.9	3403	2.3
4 OTHER	2	1.1	1600	1.1
TOTAL	188	100.0	147598	100.0

FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION

0 NO PROVISION	95	50.5	98976	67.1
1 ANOTHER PAID DAY OFF	66	35.1	30116	20.4
2 ANOTHER DAY'S PAY	7	3.7	1319	0.9
3 1 OR 2	20	10.6	17187	11.6
4 NOT GRANTED	-	-	-	-
TOTAL	188	100.0	147598	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT

0 NO PROVISION	91	48.4	95165	64.5
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	1.1	850	0.6
2 ONE WEEK AFTER 6 MONTHS	8	4.3	2778	1.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	67	35.6	39635	26.9
4 OTHER	20	10.6	9170	6.2
TOTAL	188	100.0	147598	100.0

FIELD 10-02 MAXIMUM ANNUAL PAID VACATION

0 NO PROVISION	17	9.0	25129	17.0
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	19	10.1	19356	13.1
3 FOUR WEEKS	16	8.5	6330	4.3
4 FIVE WEEKS	32	17.0	23262	15.8
5 SIX WEEKS	68	36.2	35614	24.1
6 SEVEN WEEKS	20	10.6	32775	22.2
7 EIGHT WEEKS	6	3.2	1171	0.8
8 OTHER	10	5.3	3961	2.7
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS
PAID VACATION

0 NO PROVISION	12	6.4	13081	8.9
1 MINIMUM GREATER THAN THREE WEEKS	1	0.5	467	0.3
2 ONE YEAR OF SERVICE	16	8.5	14163	9.6
3 TWO YEARS	27	14.4	48246	32.7
4 THREE YEARS	72	38.3	32438	22.0
5 FOUR YEARS	16	8.5	5679	3.8
6 FIVE YEARS	21	11.2	9211	6.2
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	21	11.2	23473	15.9
9 OTHER	2	1.1	840	0.6
TOTAL	188	100.0	147598	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS
PAID VACATION

0 NO PROVISION	43	22.9	47624	32.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	0.5	112	0.1
4 FOUR YEARS	2	1.1	1462	1.0
5 FIVE YEARS	11	5.9	2798	1.9
6 SIX YEARS	6	3.2	898	0.6
7 SEVEN YEARS	21	11.2	40665	27.6
8 EIGHT YEARS	37	19.7	16953	11.5
9 NINE YEARS	25	13.3	8507	5.8
10 TEN YEARS	32	17.0	24898	16.9
11 ELEVEN YEARS	4	2.1	1462	1.0
12 TWELVE YEARS	3	1.6	1573	1.1
13 THIRTEEN YEARS	2	1.1	450	0.3
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	0.5	196	0.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS
PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	60	31.9	54054	36.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	1	0.5	86	0.1
9 NINE YEARS	1	0.5	1376	0.9
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	8	4.3	2314	1.6
12 TWELVE YEARS	2	1.1	338	0.2
13 THIRTEEN YEARS	4	2.1	596	0.4
14 FOURTEEN YEARS	7	3.7	2790	1.9
15 FIFTEEN YEARS	14	7.4	5332	3.6
16 SIXTEEN YEARS	40	21.3	38935	26.4
17 SEVENTEEN YEARS	5	2.7	1356	0.9
18 EIGHTEEN YEARS	8	4.3	3112	2.1
19 NINETEEN YEARS	13	6.9	7471	5.1
20 TWENTY YEARS	5	2.7	1292	0.9
21 TWENTY-ONE YEARS	19	10.1	28226	19.1
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	0.5	320	0.2
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	93	49.5	77783	52.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	2	1.1	1462	1.0
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	2	1.1	294	0.2
18 EIGHTEEN YEARS	2	1.1	630	0.4
19 NINETEEN YEARS	12	6.4	4752	3.2
20 TWENTY YEARS	2	1.1	895	0.6
21 TWENTY-ONE YEARS	33	17.6	8546	5.8
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	4	2.1	3974	2.7
24 TWENTY-FOUR YEARS	3	1.6	469	0.3
25 TWENTY-FIVE YEARS	5	2.7	24755	16.8
26 TWENTY-SIX YEARS	17	9.0	16780	11.4
27 TWENTY-SEVEN YEARS	1	0.5	100	0.1
28 TWENTY-EIGHT YEARS	2	1.1	233	0.2
29 TWENTY-NINE YEARS	4	2.1	4895	3.3
30 THIRTY YEARS	1	0.5	150	0.1
TOTAL	5	2.7	1880	1.3
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS
PAID VACATION

0 NO PROVISION	162	86.2	113597	77.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	0.5	1376	0.9
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	4	2.1	1274	0.9
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	8	4.3	3885	2.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	0.5	112	0.1
30 THIRTY OR MORE YEARS	12	6.4	27354	18.5
TOTAL	188	100.0	147598	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS
PAID VACATION

0 NO PROVISION	182	96.8	146356	99.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	6	3.2	1242	0.8
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 10-09 ANNUAL VACATION PAY

0 NO PROVISION	12	6.4	18308	12.4
1 REGULAR PAY	19	10.1	21841	14.8
2 PERCENTAGE OF YEARLY GROSS EARNINGS	96	51.1	64468	43.7
3 1 OR 2, WHICHEVER IS GREATER	59	31.4	42691	28.9
4 OTHER	2	1.1	290	0.2
TOTAL	188	100.0	147598	100.0

FIELD 10-10 VACATION CARRY-OVER

0 NO PROVISION	124	66.0	101679	68.9
1 WITH LIMITATIONS	21	11.2	16412	11.1
2 WITHOUT LIMITATIONS	1	0.5	125	0.1
3 NOT ALLOWED	40	21.3	28976	19.6
4 OTHER	2	1.1	406	0.3
TOTAL	188	100.0	147598	100.0

FIELD 10-11 SPECIAL EXTENDED VACATIONS

0 NO PROVISION	167	88.8	135179	91.6
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	0.5	100	0.1
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	15	8.0	9756	6.6
3 OTHER	5	2.7	2563	1.7
TOTAL	188	100.0	147598	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)

0 NO PROVISION	38	20.2	41097	27.8
1 ONE DAY	4	2.1	8395	5.7
2 TWO DAYS	6	3.2	1805	1.2
3 THREE DAYS	94	50.0	71846	48.7
4 FOUR DAYS	4	2.1	1467	1.0
5 FIVE DAYS	10	5.3	13543	9.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	27	14.4	8603	5.8
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	0.5	102	0.1
8 OTHER	4	2.1	740	0.5
TOTAL	188	100.0	147598	100.0

FIELD 11-02 LEAVE FOR COURT OR JURY DUTY

0 NO PROVISION	48	25.5	50362	34.1
1 PROVISION FOR FULL REGULAR PAY	140	74.5	97236	65.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 11-03 LEAVE FOR UNION BUSINESS
(OTHER THAN HANDLING OF GRIEVANCES)

0 NO PROVISION	66	35.1	58930	39.9
1 PAID LEAVE	1	0.5	294	0.2
2 UNPAID LEAVE	88	46.8	74120	50.2
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	32	17.0	14039	9.5
4 OTHER	1	0.5	215	0.1
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 11-04 PAID LEAVE: MARRIAGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	184	97.9	136006	92.1
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.5	294	0.2
2 ONE DAY	1	0.5	11000	7.5
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	2	1.1	298	0.2
7 OTHER	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE

0 NO PROVISION	179	95.2	146018	98.9
1 ONE MONTHS' SERVICE	2	1.1	345	0.2
2 TWO TO SIX MONTHS' SERVICE	2	1.1	531	0.4
3 MORE THAN SIX MONTHS	1	0.5	148	0.1
4 OTHER	4	2.1	556	0.4
TOTAL	188	100.0	147598	100.0

FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION
(BASIC LEAVE)

0 NO PROVISION	104	55.3	103307	70.0
1 17 WEEKS	8	4.3	4736	3.2
2 18 WEEKS	26	13.8	10721	7.3
3 19 - 25 WEEKS	16	8.5	8138	5.5
4 26 WEEKS	8	4.3	1463	1.0
5 27 - 52 WEEKS	9	4.8	3157	2.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	0.5	90	0.1
7 NOT SPECIFIED, CANNOT DETERMINE	6	3.2	1443	1.0
8 OTHER	10	5.3	14543	9.9
TOTAL	188	100.0	147598	100.0

FIELD 11-07 MATERNITY LEAVE WITH PAY

0 NO PROVISION	181	96.3	145740	98.7
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	2	1.1	196	0.1
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	5	2.7	1662	1.1
TOTAL	188	100.0	147598	100.0

FIELD 11-08 SENIORITY DURING MATERNITY LEAVE

0 NO PROVISION	140	74.5	117668	79.7
1 SENIORITY RETAINED	15	8.0	4335	2.9
2 SENIORITY ACCUMULATED	22	11.7	10575	7.2
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMULATED	8	4.3	13500	9.1
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	3	1.6	1520	1.0
TOTAL	188	100.0	147598	100.0

FIELD 11-09 PAID LEAVE: PATERNITY

0 NO PROVISION	172	91.5	141774	96.1
1 NOT SPECIFIC	1	0.5	171	0.1
2 ONE DAY	3	1.6	570	0.4
3 TWO DAYS	5	2.7	1492	1.0
4 THREE DAYS	1	0.5	85	0.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	6	3.2	3506	2.4
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 11-10 LEAVE - ADOPTION

0 NO PROVISION	180	95.7	146329	99.1
1 PAID LEAVE	1	0.5	125	0.1
2 UNPAID LEAVE	6	3.2	994	0.7
3 OTHER	1	0.5	150	0.1
TOTAL	188	100.0	147598	100.0

FIELD 11-11 LEAVE: EDUCATION

0 NO PROVISION	163	86.7	105910	71.8
1 LEAVE WITH FULL PAY	2	1.1	1450	1.0
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	19	10.1	38839	26.3
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	0.5	102	0.1
5 OTHER	3	1.6	1297	0.9
TOTAL	188	100.0	147598	100.0

FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE

0 NO PROVISION	182	96.8	135729	92.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	1	0.5	89	0.1
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	2	1.1	236	0.2
7 OTHER	3	1.6	11544	7.8
TOTAL	188	100.0	147598	100.0

FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE

0 NO PROVISION	139	73.9	111060	75.2
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	14	7.4	3085	2.1
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	6	3.2	1913	1.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	8	4.3	1301	0.9
4 MENTIONED BUT NOT SPECIFIED	3	1.6	786	0.5
5 OTHER	18	9.6	29453	20.0
TOTAL	188	100.0	147598	100.0

FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)

0 NO PROVISION	60	31.9	55554	37.6
1 PROVISION	128	68.1	92044	62.4
TOTAL	188	100.0	147598	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE

0 NO PROVISION	5	2.7	827	0.6
1 HEALTH AND WELFARE FUND	69	36.7	60928	41.3
2 SERIES OF PLANS	112	59.6	80703	54.7
3 OTHER	2	1.1	5140	3.5
TOTAL	188	100.0	147598	100.0

AGREEMENTS		EMPLOYEES	
NO.	%	NO.	%

FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE

0 NO PROVISION	77	41.0	69338	47.0
1 IMMEDIATELY ON BEING EMPLOYED	30	16.0	19850	13.4
2 ONE MONTH	9	4.8	2765	1.9
3 THREE MONTHS	5	2.7	1007	0.7
4 SIX MONTHS	2	1.1	334	0.2
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	48	25.5	46934	31.8
7 OTHER	17	9.0	7370	5.0
TOTAL	188	100.0	147598	100.0

FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND

0 NO HEALTH AND WELFARE FUND	123	65.4	87288	59.1
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	3	1.6	2055	1.4
3 30 - 39 CENTS PER HOUR	2	1.1	700	0.5
4 40 - 49 CENTS PER HOUR	7	3.7	11563	7.8
5 50 - 74 CENTS PER HOUR	18	9.6	12374	8.4
6 75 CENTS - \$1.00 PER HOUR	12	6.4	9025	6.1
7 MORE THAN \$1.00 PER HOUR	9	4.8	13163	8.9
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	5	2.7	1990	1.3
9 OTHER	9	4.8	9440	6.4
TOTAL	188	100.0	147598	100.0

FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	7	3.7	6121	4.1
1 100% OF PREMIUM	95	50.5	58571	39.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	1.6	1262	0.9
3 75% OF PREMIUM	1	0.5	11000	7.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	1660	1.1
5 50% OF PREMIUM	13	6.9	7742	5.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	2.7	2547	1.7
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	31.9	58555	39.7
10 OTHER	1	0.5	140	0.1
TOTAL	188	100.0	147598	100.0

FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN

0 PLAN NOT MENTIONED IN AGREEMENT	23	12.2	13160	8.9
1 100% OF PREMIUM	85	45.2	57226	38.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.1	1114	0.8
3 75% OF PREMIUM	1	0.5	11000	7.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	1660	1.1
5 50% OF PREMIUM	3	1.6	380	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	3.2	2694	1.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	63	33.5	60040	40.7
10 OTHER	2	1.1	324	0.2
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 12-06 TYPE OF PAID SICK LEAVE

0 PLAN NOT MENTIONED IN AGREEMENT	81	43.1	71090	48.2
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	17	9.0	8278	5.6
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G. \$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	50	26.6	57549	39.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	35	18.6	9885	6.7
7 OTHER	5	2.7	796	0.5
TOTAL	188	100.0	147598	100.0

FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR

0 NO PROVISION	131	69.7	126893	86.0
1 ONE TO SIX DAYS	24	12.8	5787	3.9
2 SEVEN TO TWELVE DAYS	15	8.0	5557	3.8
3 THIRTEEN TO FIFTEEN DAYS	7	3.7	1782	1.2
4 SIXTEEN TO EIGHTEEN DAYS	1	0.5	86	0.1
5 NINETEEN OR MORE DAYS	1	0.5	1500	1.0
6 VARIES WITH LENGTH OF SERVICE	1	0.5	112	0.1
7 OTHER	8	4.3	5881	4.0
TOTAL	188	100.0	147598	100.0

FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE

0 NO PROVISION	150	79.8	132702	89.9
1 30 DAYS OR LESS	22	11.7	8684	5.9
2 31 TO 90 DAYS	7	3.7	1916	1.3
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	3	1.6	322	0.2
9 OTHER	6	3.2	3974	2.7
TOTAL	188	100.0	147598	100.0

FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE

0 NO PROVISION	162	86.2	141364	95.8
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	6	3.2	2037	1.4
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	6	3.2	771	0.5
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	1.1	302	0.2
4 COMBINATION	3	1.6	385	0.3
5 OTHER	9	4.8	2739	1.9
TOTAL	188	100.0	147598	100.0

FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	82	43.6	69218	46.9
1 100% OF PREMIUM	78	41.5	54138	36.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.5	114	0.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	2.1	1750	1.2
5 50% OF PREMIUM	4	2.1	660	0.4
6 LESS THAN 50% OF PREMIUM	1	0.5	180	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	12	6.4	20016	13.6
9 OTHER	6	3.2	1522	1.0
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS
NO. %EMPLOYEES
NO. %

FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	78	41.5	67830	46.0
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	1	0.5	567	0.4
3 26 WEEKS	37	19.7	14314	9.7
4 39 WEEKS	2	1.1	559	0.4
5 52 WEEKS	24	12.8	30638	20.8
6 VARIES ACCORDING TO LENGTH OF SERVICE	7	3.7	14225	9.6
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	23	12.2	14974	10.1
8 OTHER	16	8.5	4491	3.0
TOTAL	188	100.0	147598	100.0

FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY

0 NO PROVISION	77	41.0	67710	45.9
1 \$100 OR LESS	1	0.5	120	0.1
2 \$101 TO \$150 PER WEEK	-	-	-	-
3 \$151 TO \$200 PER WEEK	5	2.7	1721	1.2
4 MORE THAN \$200 PER WEEK	38	20.2	42350	28.7
5 PERCENTAGE OF EARNINGS	36	19.1	21949	14.9
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	2.1	827	0.6
7 VARIES ACCORDING TO EARNINGS	10	5.3	2989	2.0
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	15	8.0	9608	6.5
9 OTHER	2	1.1	324	0.2
TOTAL	188	100.0	147598	100.0

FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN

0 NO PROVISION	131	69.7	100635	68.2
1 PROVISION	57	30.3	46963	31.8
TOTAL	188	100.0	147598	100.0

FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN

0 NO PROVISION	18	9.6	13491	9.1
1 100% OF PREMIUM	90	47.9	59669	40.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.5	114	0.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	1660	1.1
5 50% OF PREMIUM	5	2.7	840	0.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	4.3	11794	8.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	62	33.0	59890	40.6
9 OTHER	1	0.5	140	0.1
TOTAL	188	100.0	147598	100.0

FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS

0 NO PROVISION	17	9.0	13291	9.0
1 \$5,000 OR LESS	1	0.5	120	0.1
2 \$5,001 TO \$10,000	12	6.4	3593	2.4
3 \$10,001 TO \$15,000	6	3.2	1482	1.0
4 \$15,001 TO \$20,000	17	9.0	5798	3.9
5 MORE THAN \$20,000	36	19.1	39619	26.8
6 VARIES ACCORDING TO EARNINGS	24	12.8	10194	6.9
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	11	5.9	13361	9.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	62	33.0	59890	40.6
9 OTHER	2	1.1	250	0.2
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH
AND DISMEMBERMENT INSURANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
0 NO PROVISION	48	25.5	28189	19.1
1 100% OF PREMIUM	65	34.6	45774	31.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.5	114	0.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	1660	1.1
5 50% OF PREMIUM	2	1.1	220	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	3.7	12111	8.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	61	32.4	59390	40.2
10 OTHER	1	0.5	140	0.1
TOTAL	188	100.0	147598	100.0

FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND
DISEMBERMENT INSURANCE

0 NO PROVISION	48	25.5	28189	19.1
1 \$5,000 OR LESS	1	0.5	113	0.1
2 \$5,001 TO \$10,000	9	4.8	2246	1.5
3 \$10,001 TO \$15,000	3	1.6	372	0.3
4 \$15,001 TO \$20,000	14	7.4	5238	3.5
5 MORE THAN \$20,000	34	18.1	37266	25.2
6 VARIES ACCORDING TO EARNINGS	8	4.3	1926	1.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	9	4.8	12718	8.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	61	32.4	59390	40.2
9 OTHER	1	0.5	140	0.1
TOTAL	188	100.0	147598	100.0

FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN

0 NO PROVISION	21	11.2	12290	8.3
1 100% OF PREMIUM	81	43.1	57434	38.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	5	2.7	1659	1.1
3 75% OF PREMIUM	1	0.5	500	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	1660	1.1
5 50% OF PREMIUM	11	5.9	3017	2.0
6 FLAT AMOUNT	1	0.5	259	0.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	2.1	11449	7.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	31.9	59190	40.1
9 OTHER	1	0.5	140	0.1
TOTAL	188	100.0	147598	100.0

FIELD 12-19 TYPE OF DENTAL WORK COVERED

0 NO PROVISION	20	10.6	12020	8.1
1 BASIC (A)	2	1.1	380	0.3
2 BASIC AND EXTENDED (A AND B)	35	18.6	12275	8.3
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	51	27.1	57068	38.7
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	18	9.6	6412	4.3
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	60	31.9	59190	40.1
7 OTHER	2	1.1	253	0.2
TOTAL	188	100.0	147598	100.0

FIELD 12-20 AVAILABILITY OF PENSION FUND

0 NO PROVISION	66	35.1	47747	32.3
1 PROVISION	122	64.9	99851	67.7
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 12-21 ADMINISTRATION OF PENSION FUND

0 NO PROVISION	98	52.1	66308	44.9
1 UNION	41	21.8	35132	23.8
2 MANAGEMENT	15	8.0	4517	3.1
3 JOINT UNION MANAGEMENT ADMINISTRATION	24	12.8	31066	21.0
4 ADMINISTERED BY SEPARATE TRUSTEES	5	2.7	4892	3.3
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	5	2.7	5683	3.9
TOTAL	188	100.0	147598	100.0

FIELD 12-22 RETIREMENT AGE PRACTICES

0 NO PROVISION	142	75.5	115325	78.1
1 PROVISION	46	24.5	32273	21.9
TOTAL	188	100.0	147598	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT

0 NO PROVISION	11	5.9	35009	23.7
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	13	6.9	15232	10.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	53	28.2	13300	9.0
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	65	34.6	43344	29.4
4 BY UNION REPRESENTATIVE	24	12.8	27451	18.6
5 BY GRIEVANCE COMMITTEE	4	2.1	643	0.4
6 BY WRITTEN NOTICE	15	8.0	10436	7.1
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	1.1	2083	1.4
8 OTHER	1	0.5	100	0.1
TOTAL	188	100.0	147598	100.0

FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE

0 NO PROVISION	50	26.6	53399	36.2
1 72 HOURS OR LESS	11	5.9	3504	2.4
2 FIVE DAYS	16	8.5	4839	3.3
3 ONE WEEK	14	7.4	6448	4.4
4 TEN DAYS	28	14.9	18495	12.5
5 TWO WEEKS	7	3.7	1522	1.0
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	32	17.0	33021	22.4
8 TWO MONTHS	1	0.5	1250	0.8
9 VARIES BY TYPE OF GRIEVANCE	11	5.9	15884	10.8
10 OTHER	18	9.6	9236	6.3
TOTAL	188	100.0	147598	100.0

FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

0 NO PROVISION	123	65.4	109074	73.9
1 PROVISION	65	34.6	38524	26.1
TOTAL	188	100.0	147598	100.0

FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES

0 NO PROVISION	178	94.7	144520	97.9
1 PROVISION	10	5.3	3078	2.1
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES

0 NO PROVISION	154	81.9	138295	93.7
1 PROVISION	34	18.1	9303	6.3
TOTAL	188	100.0	147598	100.0

FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES

0 NO PROVISION	152	80.9	123793	83.9
1 PROVISION	36	19.1	23805	16.1
TOTAL	188	100.0	147598	100.0

FIELD 13-07 ARBITRATION

0 AS REQUIRED BY LEGISLATION	6	3.2	29868	20.2
1 SINGLE ARBITRATOR	32	17.0	18876	12.8
2 PERMANENT UMPIRE (NAMED)	8	4.3	3252	2.2
3 TRIPARTITE BOARD	94	50.0	55993	37.9
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	—	—	—	—
5 CHOICE OF ALTERNATIVES	48	25.5	39609	26.8
6 OTHER	—	—	—	—
TOTAL	188	100.0	147598	100.0

FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE

0 NOT PROHIBITED (OR NO MENTION)	157	83.5	139271	94.4
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	31	16.5	8327	5.6
TOTAL	188	100.0	147598	100.0

FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS

0 NO PROVISION	162	86.2	129674	87.9
1 PROVISION	26	13.8	17924	12.1
TOTAL	188	100.0	147598	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH

0 NO PROVISION	52	27.7	31839	21.6
1 JOINT SAFETY COMMITTEE	127	67.6	92699	62.8
2 OTHER	9	4.8	23060	15.6
TOTAL	188	100.0	147598	100.0

FIELD 14-02 SAFETY COMMITTEE FUNCTIONS

0 NO SAFETY COMMITTEE PROVISION	53	28.2	32139	21.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	84	44.7	50587	34.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	1.1	188	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.5	120	0.1
4 RIGHT TO UNDERTAKE INSPECTIONS	7	3.7	1748	1.2
5 COMBINATION OF 2 AND 3	3	1.6	1214	0.8
6 COMBINATION OF 2 AND 4	5	2.7	1191	0.8
7 COMBINATION OF 2, 3 AND 4	22	11.7	35296	23.9
8 OTHER	11	5.9	25115	17.0
TOTAL	188	100.0	147598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
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FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE

0 NO SAFETY COMMITTEE PROVISION	57	30.3	37417	25.4
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	88	46.8	68041	46.1
2 PROVISION FOR PAY OF SAFETY COMMITTEE	43	22.9	42140	28.6
TOTAL	188	100.0	147598	100.0

FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING

0 NO PROVISION	56	29.8	41738	28.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	95	50.5	84252	57.1
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	10	5.3	7640	5.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	7	3.7	3447	2.3
4 OTHER	20	10.6	10521	7.1
TOTAL	188	100.0	147598	100.0

FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS

0 NO PROVISION	122	64.9	79965	54.2
1 PROVISION	66	35.1	67633	45.8
TOTAL	188	100.0	147598	100.0

FIELD 14-06 VIDEO DISPLAY TERMINALS

0 NO PROVISION	181	96.3	142663	96.7
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	6	3.2	4110	2.8
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	0.5	825	0.6
TOTAL	188	100.0	147598	100.0

FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM

0 NO PROVISION	180	95.7	144536	97.9
1 PROVISION	8	4.3	3062	2.1
TOTAL	188	100.0	147598	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE

0 NO PROVISION	122	64.9	84973	57.6
1 PROVISION	66	35.1	62625	42.4
TOTAL	188	100.0	147598	100.0

FIELD 15-02 SEXUAL HARASSMENT

0 NO PROVISION	182	96.8	137675	93.3
1 POLICY STATEMENT ONLY	2	1.1	9100	6.2
2 POLICY AND/OR COMPLAINT PROCEDURE	4	2.1	823	0.6
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	188	100.0	147598	100.0

FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES

0 NO PROVISION	188	100.0	147598	100.0
1 PROVISION	-	-	-	-
TOTAL	188	100.0	147598	100.0

PRIVATE SECTOR

FIELD 15-04 JOB EVALUATION PLAN

0 NO PROVISION
1 PROVISION

TOTAL

AGREEMENTS
NO. %

EMPLOYEES
NO. %

178	94.7	105424	71.4
10	5.3	42174	28.6
188	100.0	147598	100.0

FIELD 15-05 MOVING EXPENSES OR ALLOWANCE

0 NO PROVISION
1 PROVISION

TOTAL

176	93.6	142114	96.3
12	6.4	5484	3.7
188	100.0	147598	100.0

FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES

0 NO PROVISION
1 PROVISION

TOTAL

70	37.2	71840	48.7
118	62.8	75758	51.3
188	100.0	147598	100.0

FIELD 15-07 TOOL ALLOWANCE

0 NO PROVISION
1 PROVISION

TOTAL

79	42.0	52150	35.3
109	58.0	95448	64.7
188	100.0	147598	100.0

APPENDIX

AGREEMENTS SURVEYED

EMPLOYER

UNION

FISHING

(Included in Manufacturing for Publication Purposes)

FISHERIES ASSOCIATION OF B.C.
FISHERIES ASSOCIATION OF B.C.
FISHERIES ASSOCIATION OF B.C.
PRINCE RUPERT FISHERMEN'S CO-OP

U.F.A.W.U.
NATIVE BROTHERHOOD (Herring)
U.F.A.W.U.
U.F.A.W.U. - Fresh Fish and
Cold Storage

MINING

AFTON OPERATING CORPORATION
BRINCO
CROWS NEST RESOURCES
GIBRALTAR MINES
HIGHMONT OPERATING
LORNEX MINING CORPORATION
MacLAREN FOREST PRODUCTS
MacLAREN FOREST PRODUCTS
NEWMONT MINES - SIMILKAMEEN DIVISION
NORANDA METAL INDUSTRIES
PETRO-CANADA EXPLORATION
QUINTETTE COAL
UTAH MINES
WESTAR MINING

STEELWORKERS, Local 8637
STEELWORKERS, Local 6536
OP. ENGS., Local 115
C.A.I.M.A.W., Local 18
OP. ENGS., Local 115
STEELWORKERS, Local 7619
STEELWORKERS, Local 898
OP. ENGS., Local 115 - Mining
C.A.I.M.A.W., Local 22
C.A.I.M.A.W., Local 4
E.C.W., Local 686
OP. ENGS., Local 115
OP. ENGS., Local 115
O.T.E.U., Local 378

MANUFACTURING

FOOD & BEVERAGE

B.C. SUGAR REFINERY
B.E.L.R.A. MOLSON BREWERY
BERRYLAND CANNING
CANADA PACKERS
CALONA WINES
COLUMBIA BREWING - LABATT
EMPRESS FOODS PROCESSING PLANT
FLETCHER'S
FRASER VALLEY FROSTED FOODS
FRASER VALLEY MILK PRODUCERS
HIRAM WALKER & SONS
INTERCONTINENTAL PACKERS

RETAIL WHOLESALE, Local 517
BREWERY WORKERS, Local 300
FOOD & COMMERCIAL WORKERS, Local 517
FOOD & COMMERCIAL WORKERS, Local 162
BREWERY WORKERS, Local 300
BREWERY WORKERS, Local 283
RETAIL WHOLESALE, Local 470
FOOD & COMMERCIAL WORKERS, Local 283
FOOD & COMMERCIAL WORKERS, Local 430
MACHINISTS, Lodge 1857
U.A.W., Local 2028
FOOD & COMMERCIAL WORKERS, Local 472

EMPLOYER	UNION
NABOB FOODS	FOOD & COMMERCIAL WORKERS, Local 1600
NALLEY'S (Chip & Dressing Plant)	TEAMSTERS, Local 213
PARK & TILFORD CANADA	BREWERY WORKERS, Local 300
ROYAL CITY FOODS	RETAIL WHOLESALE, Local 580
SCOTT POULTRY CO-OP	FOOD & COMMERCIAL WORKERS, 162 and 541
SNOWCREST PACKERS	FOOD & COMMERCIAL WORKERS, Local P432
SUN-RYPE PRODUCTS	TEAMSTERS, Local 213
VANCOUVER DAIRY INDUSTRY AGREEMENT	TEAMSTERS, Local 213
VENICE BAKERY	C.L.A.C., Local 62
WHITE SPOT	FOOD & SERVICE WORKERS, Local 11
WOMETCO	TEAMSTERS, Local 213
 <u>WOOD PRODUCTS</u>	
AINSWORTH LUMBER	CARIBOO WOODWORKERS ASSOCIATION
BOND BROTHERS SAWMILL	C.L.A.C., Local 44
CRESTWOOD KITCHENS	I.W.A., Local 1-217
FOREST INDUSTRIAL RELATIONS	I.W.A. COAST MASTER
PACIFIC INLAND RESOURCES	NORTHERN INTERIOR WOODWORKERS
 <u>PRINTING & PUBLISHING</u>	
B.C. BOOKBINDERS	GRAPHIC ARTS, Local 525
B.C. LITHOGRAPHERS ASSN.	GRAPHIC ARTS, Local 525
PACIFIC PRESS	NEWSPAPER GUILD
PACIFIC PRESS	GRAPHIC COMMUNICATIONS, Local 25
PACIFIC PRESS	TYPOGRAPHICAL UNION, Local 226
PACIFIC PRESS	TYPOGRAPHICAL UNION, Local M70
 <u>METALS</u>	
ALCAN SMELTERS & CHEMICALS	C.A.S.A.W., Local 1
ALUMINUM WINDOW EMPLOYERS ASSN.	IRON WORKERS, Local 712
COMINCO	STEELWORKERS, Locals 480, 651 and 901
COMINCO	STEELWORKERS, Local 9705
COMINCO	STEELWORKERS, Local 9672
ELLETT COPPER AND BRASS	SHEET METAL WORKERS, Local 280
I.C.L. ENGINEERING	SHIPYARD WORKERS, Local 1
INTERPROVINCIAL STEEL & PIPE	STEELWORKERS, Local 5404
KOCKUMS INDUSTRIES	MACHINISTS, Lodge 692
METAL INDUSTRIES ASSOCIATION	STEELWORKERS, Several Locals
METAL INDUSTRIES ASSOCIATION	IRON WORKERS, Local 712
METAL INDUSTRIES ASSOCIATION	OPERATING ENGINEERS, Local 115
METAL INDUSTRIES ASSOCIATION	MACHINISTS, 692; MOULDERS, 1694;
	PATTERN MAKERS, Local 1260

EMPLOYER

UNION

SCHLAGE CANADA
TITAN STEEL AND WIRE
TREE ISLAND STEEL
WEISER LOCK
WESTERN CANADA STEEL

C.A.I.M.A.W., Local 6
TEAMSTERS, Local 213
TEAMSTERS, Local 213
C.A.I.M.A.W., Local 20
C.A.I.M.A.W., Local 6

MACHINERY

AEL MICROTREL
ALLIED SHIP BUILDERS
ARTISAN MANUFACTURING
CHAPMAN INDUSTRIES
CHAPMAN INDUSTRIES
CULLEN DETROIT DIESEL
FINNING TRACTOR & EQUIPMENT
GEARMATIC
OKANAGAN MANUFACTURING
PHILLIPS CABLES
Q M INDUSTRIES
WINDSOR MACHINE
WINDSOR MACHINE

I.B.E.W., Local 264
SHIPYARD WORKERS, Local 1
CARPENTERS, Local 1928
MACHINISTS, Lodge 692
MACHINISTS, Lodge 692
MACHINISTS, 692; TEAMSTERS, 213
MACHINISTS, Lodge 692
STEELWORKERS, Local 6613
CARPENTERS, Local 2511
TEAMSTERS, Local 213
MACHINISTS, Lodge 692
STEELWORKERS, Local 3376
STEELWORKERS, Local 7816

TRANSPORTATION EQUIPMENT

B.C. MARINE SHIPBUILDERS
BEL-AIR SHIPYARD
BURREARD-YARROWS
CULLEN DETROIT DIESEL
FREIGHTLINER OF CANADA
GENERAL HOME SYSTEMS
MANCO HOME SYSTEMS
MODULINE INDUSTRIES
VANCOUVER SHIPYARDS
VANGUARD MANUFACTURING

SHIPYARD WORKERS, Local 1
SHIPYARD WORKERS, Local 1
11 UNIONS
MACHINISTS, 692; TEAMSTERS, 213
C.A.I.M.A.W., Local 14
CARPENTERS, Local 2511
MANCO HOME EMP. ASSOCIATION
MACHINISTS, Lodge 2711
4 UNIONS
CARPENTERS, Local 2076

MISCELLANEOUS MANUFACTURING

AERO GARMENT
BUILDING SUPPLY AGREEMENT
CANADA CEMENT LAFARGE
CAPITAL PLASTICS (PLANT)
CHEVRON CANADA
CONSUMERS GLASS
DOMGLAS
FIBERGLAS CANADA

CLOTHING WORKERS, Local 178
TEAMSTERS, Local 213
CEMENT WORKERS, Local 385
C.P.U., Local 433
E.C.W., Local 601
TEAMSTERS, Local 213
GLASS WORKERS, Local 238
LABOURERS, Local 602

EMPLOYER

UNION

GENSTAR CEMENT
IMPERIAL OIL IOCO REFINERY
JAX CASUALS OF CANADA
KORET CANADA
MORTIFEE MUNSHAW
OCEAN CONSTRUCTION SUPPLIES
SUPERCREE
SURREY CLASSICS
TLRA STANDARD READY-MIX AGREEMENT

CEMENT WORKERS, Local 277
E.C.W., Local 614
CLOTHING WORKERS, Local 178
LADIES GARMENT WORKERS, Local 287
TEAMSTERS, Local 213
TEAMSTERS, Local 213
LABOURERES, Local 602
LADIES GARMENT WORKERS, Local 287
TEAMSTERS, 213, (Interior Ready Mix)

CONSTRUCTION

B.C. ROADBUILDERS ASSN.
B.C. ROADBUILDERS ASSN.
B.C. ROADBUILDERS ASSN.
CANRON-WESTERN BRIDGE DIVISION
CONSTRUCTION LABOUR RELATIONS ASSOCIATION
C.L.R.A.
C.L.R.A. (Standard Agreement)
C.L.R.A.
C.L.R.A. (Pile Drivers Agreement)
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A. (Line Agreement)
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A. (Hydraulic Dredging)
C.L.R.A.
C.L.R.A.
C.L.R.A. (Drywall)
C.L.R.A. (Inside Agreement)
C.L.R.A.
C.L.R.A.
C.L.R.A.
C.L.R.A.
GENSTAR STRUCTURES
INDEPENDENT CONTRACTORS
STOLBERG MILL CONSTRUCTION

OPERATING ENGINEERS, Local 115
LABOURERS, 4 Locals
TEAMSTERS, Local 213
3 UNIONS
BOILERMAKERS, Local 359
BRICKLAYERS, Local 1
CARPENTERS, Several Locals
CARPENTERS, Local 1928
CARPENTERS, Locals 1549 and 2404
CARPENTERS, Local 1541 (Carpet)
ELEVATOR CONSTRUCTORS, Local 82
HEAT & FROST INSULATORS, Local 118
HOTEL & RESTAURANT, Local 40
I.B.E.W., 6 Locals
I.B.E.W., 6 Locals
IRON WORKERS, Local 97
LABOURERS, 602, 1070, 1093, 168
MACHINISTS, Lodge 692
OPERATING ENGINEERS, Local 115
OPERATING ENGINEERS, Local 115
OPERATING ENGINEERS, Local 115
PAINTERS, Locals 138, 1163, 1642
PAINTERS, Locals 1163, 2009
PAINTERS, Local 1527
PLASTERERS, Local 779
PLUMBERS, Local 170
PLUMBERS, Local 324
PLUMBERS, Local 516
TEAMSTERS, Local 213
LABOURERS, Local 602
CARPENTERS, Local 1928
I.W.A., Local 1-424

EMPLOYER

UNION

TRANSPORTATION, COMMUNICATIONS and OTHER UTILITIES

TRANSPORTATION & STORAGE

*AIR CANADA	MACHINISTS, Lodge 148
*B.C. FERRIES CORPORATION	FERRY & MARINE WORKERS
*B.C. RAILWAY	C.U.T.E., Local 1
*B.C. RAILWAY	B.R.A.C.
*B.C. RAILWAY	C.U.T.E., Local 6
B.C. MARITIME EMPLOYERS ASSOCIATION	LONGSHOREMEN
*CANADIAN NATIONAL RAILWAYS	NON-OPERATING UNIONS
*CANADIAN NATIONAL RAILWAYS	UNITED TRANSPORTATION UNION
C.P. AIR	B.R.A.C., Local 435
C.P. AIR	C.A.L.F.A.A.
C.P. AIR	MACHINISTS, Lodge 764
C.P. AIR	AIRLINE PILOTS ASSOCIATION
CANADIAN FREIGHTWAYS	TEAMSTERS, Local 31
CANADIAN PACIFIC AIRLINES	MACHINISTS, Lodge 764 (Clerical)
DOWNTOWN PARKING CORPORATION	CUPE, Local 1004
GULF CANADA PRODUCTS MARKETING	TEAMSTERS, Local 213
NATIONAL HARBOUR BOARD	LONGSHOREMEN, Local 517
TLRA INDUSTRIAL TRAILER TOWING AGREEMENT	TEAMSTERS, Local 213
TRANSPORT LABOUR RELATIONS ASSN.	TEAMSTERS, Locals 31 and 213
SMITHRITE DISPOSAL	SERVICE EMPLOYEES, Local 244
WATERFRONT FOREMEN EMPLOYERS	LONGSHOREMEN, Local 514

COMMUNICATIONS & UTILITIES

B.C. TELEPHONE	TELECOMMUNICATIONS WORKERS
*B.C.T.V. BROADCASTING SYSTEM - CHAN TV	N.A.B.E.T.
*B.C.T.V. BROADCASTING SYSTEM - CHEK TV	N.A.B.E.T.
SOUND & COMMUNICATIONS AGREEMENT	I.B.E.W., Local 213
STANDARD CABLEVISION AGREEMENT	I.B.E.W., Local 213

TRADE, FINANCE, INSURANCE AND REAL ESTATE

TRADE

AUTOMOTIVE EMPLOYERS ASSOCIATION VICTORIA	MACHINISTS, Lodge 219
B.C. COAST VEGETABLE CO-OP ASSOCIATION	RETAIL WHOLESALE, Local 580
BUCKERFIELD'S	FOOD & COMMERCIAL WORKERS, Local 445
H Y LOUIE	TEAMSTERS, Local 213
HUDSON'S BAY COMPANY	RETAIL WHOLESALE, Local 580
MacDONALD'S CONSOLIDATED	RETAIL WHOLESALE, Local 580

*Public Sector Agreement

EMPLOYER

UNION

OKANAGAN FEDERATED SHIPPERS
PACIFIC DRYWALL DEALERS ASSOCIATION
T. EATON
VANCOUVER MOTOR DEALERS
W.H. MALKIN

C.A.M.R.U., Local 1600
TEAMSTERS, Local 213
EATON'S EMPLOYEES ASSOCIATION
MACHINISTS, Lodge 1857
RETAIL WHOLESALE, Local 580

FINANCE, INSURANCE & REAL ESTATE

C.U. & C.
MEDICAL SERVICES ASSOCIATION - M.S.A.
*B.C. ASSESSMENT AUTHORITY
*B.C. ASSESSMENT AUTHORITY (1984-85)
*B.C. BUILDINGS CORPORATION
*B.C. HOUSING MANAGEMENT
*INSURANCE CORPORATION OF B.C.
*WORKERS COMPENSATION BOARD

O.T.E.U., Local 15
O.T.E.U., Local 1816
C.U.P.E., Local 1767
C.U.P.E., Local 1767
B.C.G.E.U.
B.C.G.E.U., Local 73
O.T.E.U., Local 378
W.C.B. EMPLOYEES ASSOCIATION

COMMUNITY, BUSINESS AND PERSONAL SERVICE

EDUCATION SERVICES

*CAMOSUN COLLEGE
*CAMOSUN COLLEGE BOARD
*CAPILANO COLLEGE
*CAPILANO COLLEGE
*COLLEGE OF NEW CALEDONIA
*FRASER VALLEY COLLEGE BOARD
*FRASER VALLEY REGIONAL LIBRARY
*KWANTLEN COLLEGE
*KWANTLEN COLLEGE
*MID-ISLAND PUBLIC EMPLOYERS
*OPEN LEARNING INSTITUTE
*PACIFIC VOCATIONAL INSTITUTE
*SCHOOL DISTRICTS 7, 9, 10 and 12
*SCHOOL DISTRICTS 13,14,15,21,22,23,27,89
*SCHOOL DISTRICT 27 (Cariboo)
*SCHOOL DISTRICT 28 (Quesnel)
*SCHOOL DISTRICT 33 (Chilliwack)
*SCHOOL DISTRICT 34 (Abbotsford)
*SCHOOL DISTRICT 35 (Langley)
*SCHOOL DISTRICT 35 (Langley)
*SCHOOL DISTRICT 36 (Surrey)
*SCHOOL DISTRICT 38 (Richmond)

C.U.P.E., Local 2081
CAMOSUN COLLEGE FACULTY ASSN.
CAPILANO COLLEGE FACULTY ASSN.
A.U.C.E., Local 4
P.P.W.C., Local 29
FACULTY & STAFF ASSN.
C.U.P.E., Local 1698
B.C.G.E.U., Local 59
DOUGLAS & KWANTLEN FACULTY
MALASPINA FACULTY ASSN.
B.C.G.E.U., Local 59
B.C.G.E.U.
C.U.P.E., Locals 748,1298,2098,2450
C.U.P.E., Local 523
OPERATING ENGS, Local 959
CARPENTERS, Local 2545
C.U.P.E., Local 411
TEAMSTERS, Local 31
C.U.P.E., Local 1260
C.U.P.E., Local 1851
C.U.P.E., Local 728
C.U.P.E., Local 716

*

Public Sector Agreement

EMPLOYER

UNION

*SCHOOL DISTRICT 39 (Vancouver)	V.R.M.E.U.
*SCHOOL DISTRICT 39 (Vancouver)	C.U.P.E., Local 407 (Outside Workers)
*SCHOOL DISTRICT 39 (Vancouver)	OPERATING ENGS, Local 963 (Eng. Cus.)
*SCHOOL DISTRICT 39 (Vancouver)	OPERATING ENGS, Local 963
*SCHOOL DISTRICT 40 (New Westminster)	C.U.P.E., Local 409
*SCHOOL DISTRICT 41 (Burnaby)	C.U.P.E., Local 379
*SCHOOL DISTRICT 42 (Maple Ridge)	C.U.P.E., Local 703
*SCHOOL DISTRICT 43 (Coquitlam)	C.U.P.E., Local 561
*SCHOOL DISTRICT 44 (N. Vancouver)	C.U.P.E., Local 389
*SCHOOL DISTRICT 47 (Powell River)	C.U.P.E., Local 476
*SCHOOL DISTRICT 52 (Prince Rupert)	OPERATING ENGS, Local 882
*SCHOOL DISTRICT 57 (Prince George)	OPERATING ENGS, Local 858
*SCHOOL DISTRICT 57 (Prince George)	CARPENTERS, Local 1998
*SCHOOL DISTRICT 60 (Peace River North)	CARPENTERS, Local 2397
*SCHOOL DISTRICT 61 (Victoria)	C.U.P.E., Local 382
*SCHOOL DISTRICT 61 (Victoria)	C.U.P.E., Local 382
*SCHOOL DISTRICT 62 (Sooke)	C.U.P.E., Local 459
*SCHOOL DISTRICT 62 (Saanich)	C.U.P.E., Local 441
*SCHOOL DISTRICT 65 (Cowichan)	I.W.A., Local 1-80
*SCHOOL DISTRICT 69 (Qualicum)	C.U.P.E., Local 606
*SCHOOL DISTRICT 70 (Port Alberni)	C.U.P.E., Local 727
*SCHOOL DISTRICT 71 (Courtenay)	C.U.P.E., Local 439
*SCHOOL DISTRICT 75 (Mission)	C.U.P.E., Local 593
*SELKIRK COLLEGE	B.C.G.E.U., Local 57
*SELKIRK COLLEGE	P.P.W.C., Local 26
*SELKIRK COLLEGE	SELKIRK COLLEGE FACULTY ASSN.
*SIMON FRASER UNIVERSITY	13 Unions
*UNIVERSITY OF B.C.	A.U.C.E., Local 1
*UNIVERSITY OF B.C.	C.U.P.E., Local 116
*UNIVERSITY OF VICTORIA	C.U.P.E., Local 917
*UNIVERSITY OF VICTORIA	C.U.P.E., Local 951
*VANCOUVER COMMUNITY COLLEGE	FACULTY ASSN. (Langara)

HEALTH & WELFARE SERVICES

*ASSOCIATION FOR MENTALLY HANDICAPPED	B.C.G.E.U., Local 56 (Vanc.-Richmond)
*CENTRAL FRASER VALLEY HOMEMAKER SOCIETY	B.C.G.E.U.
*EMERGENCY HEALTH SERVICES COMM.	C.U.P.E., Local 873
GLEN PROPERTIES	C.U.P.E., Local 1731
*HAWTHORNE LODGE	B.C.G.E.U., Local 56
*HEALTH LABOUR RELATIONS ASSOCIATION	B.C. NURSES
*HEALTH LABOUR RELATIONS ASSOCIATION	OPERATING ENGS, Local 882
*H.L.R.A. LONG TERM CARE FACILITIES	B.C. NURSES UNION
*H.L.R.A. MASTER	HEALTH SCIENCES ASSN.

*Public Sector Agreement

EMPLOYER

UNION

*LANGLEY LODGE
*U.B.C. HEALTH SCIENCES CENTRE HOSPITAL

B.C.G.E.U., Local 56
HEALTH SCIENCES ASSN.

ACCOMMODATION & FOOD

B.C. HOTELS ASSOCIATION (Province-Wide)
CARA OPERATUIBS
CON PACIFIC HOTELS-EMPRESS
WHITE SPOT RESTAURANTS

HOTEL & RESTAURANT EMPS., Local 40
HOTEL & RESTAURANT EMPS., Local 40
C.B.R.T., Local 276
FOOD & SERVICE WORKERS, Local 12

MISCELLANEOUS SERVICES

ASSOCIATION OF CAN. SECURITY SERVICES
B.C. JOCKEY CLUB
*B.C. PLACE
*B.C. SYSTEMS CORPORATION
CANADIAN LINEN SUPPLY
CANADIAN ODEON THEATRES
FAMOUS PLAYERS
*HOMEMAKERS SERVICE SOCIETY
KOMPLEAT JANITORIAL
*LEGAL SERVICES SOCIETY OF B.C.
MAINTENANCE CONTRACTORS
NELSON'S LAUNDRIES
ROYAL CANADIAN LEGION (Vancouver Branch)
ROYAL CANADIAN LEGION (New West Area)
VANCOUVER GOLF CLUBS

LABOURERS, Local 105
WEST COAST RACE TRACK EMPS., ASSN.
SERVICE EMPLOYEES, Local 244
B.C.G.E.U., Local 67
TEAMSTERS, Local 213
MOVING PICTURE MACH. OP., Local B72
THEATRE EMPLOYEES, Local B72
B.C.G.E.U., Maple Ridge/Pitt Meadows
SERVICE EMPLOYEES, Local 244
B.C.G.E.U.
SERVICE EMPLOYEES, Local 244
RETAIL WHOLESALE, Local 580
HOTEL & RESTAURANT EMPS., Local 40
HOTEL & RESTAURANT EMPS., Local 40
SERVICE EMPLOYEES, Local 244

PUBLIC ADMINISTRATION

FEDERAL GOVERNMENT

*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA
*GOVERNMENT OF CANADA

P.S.A.C. (Clerical & Regulatory)
P.A.S.C. (Correctional)
P.A.S.C. (Auditing)
P.A.S.C. (General Services)
P.A.S.C. (Data Processing)
P.A.S.C. (Radio Operations)
P.S.A.C. (General Technical)

*Public Sector Agreement

EMPLOYER

UNION

PROVINCIAL GOVERNMENT

*B.C. GOVERNMENT - Master Agreement

B.C.G.E.U.

MUNICIPAL, LOCAL & REGIONAL GOVERNMENT

*CENTRAL FRASER VALLEY REGIONAL DISTRICT
*CITY OF PORT ALBERNI
*CITY OF PRINCE GEORGE
*CITY OF PRINCE RUPERT
*CITY OF TRAIL
*DISTRICT OF CAMPBELL RIVER
*DISTRICT OF MATSQUI
*DISTRICT OF MISSION
*DISTRICT OF SURREY
*DISTRICT OF SURREY
*DISTRICT OF WEST VANCOUVER
*GREATER VANCOUVER REGIONAL DISTRICT
*G.V.L.R.A. CAPITAL REGIONAL DISTRICT
*G.V.L.R.A. DISTRICT OF SAANICH POLICE
*O.M.M.L.R.A. (City of Penticton)
*PORT ALBERNI PARKS & RECREATION

C.U.P.E., Local 774
C.U.P.E., Local 118
C.U.P.E., Locals 399 and 1048
C.U.P.E., Local 105
C.U.P.E., Local 2087
C.U.P.E., Local 623
C.U.P.E., Local 774
C.U.P.E., Local 1267
C.U.P.E., Local 402
FIREFIGHTERS, Local 1271
WEST VANCOUVER MUN. EMPS, Local 395
G.V.R.D. EMPLOYEES UNION
C.U.P.E., Local 1978
SAANICH POLICE ASSN.
C.U.P.E., Local 608
C.U.P.E., Local 118

*Public Sector Agreement

ML41023-6

POOR

QUALITY

ORIGINAL